

## **User Access Matrix**

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| External Auditor          | 0KEL - EC-PCA: Substitutions                | 1     |
| Finance Reporting Officer | 0KEL - EC-PCA: Substitutions                | 1     |
| Financial Reporting Manag | 0KEL - EC-PCA: Substitutions                | 1     |
| Financial Reporting Offic | 0KEL - EC-PCA: Substitutions                | 1     |
| Financial Reporting Senio | 0KEL - EC-PCA: Substitutions                | 1     |
| Internal Auditor          | 0KEL - EC-PCA: Substitutions                | 1     |
| SAP Support               | 0KEL - EC-PCA: Substitutions                | 1     |
| Accounting Officer        | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Budget & Control Supervis | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Budget Officer            | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Finance & Adm General Man | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Finance Admin             | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Finance Reporting Officer | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Financial & Accounting Su | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Financial Control Departm | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Financial Reporting Manag | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Financial Reporting Offic | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Financial Reporting Super | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Managerial Reporting Supe | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| MGM_REP                   | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |
| Mgt Reporting & Budget Se | 1KE0 - EC-PCA: Transfer prog. for plan data | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| External Auditor          | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| Finance Reporting Officer | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| Financial Reporting Manag | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| Financial Reporting Offic | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| Financial Reporting Senio | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| Internal Auditor          | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| SAP Support               | 1KE1 - EC-PCA: Analyze Settings              | 1     |
| External Auditor          | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| Finance Reporting Officer | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| Financial Reporting Manag | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| Financial Reporting Offic | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| Financial Reporting Senio | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| Internal Auditor          | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| SAP Support               | 1KE4 - EC-PCA: Customizing monitor           | 1     |
| External Auditor          | 2KEE - Profit Center: Totals Records         | 1     |
| Finance Reporting Officer | 2KEE - Profit Center: Totals Records         | 1     |
| Financial Reporting Manag | 2KEE - Profit Center: Totals Records         | 1     |
| Financial Reporting Offic | 2KEE - Profit Center: Totals Records         | 1     |
| Financial Reporting Senio | 2KEE - Profit Center: Totals Records         | 1     |
| Internal Auditor          | 2KEE - Profit Center: Totals Records         | 1     |
| SAP Support               | 2KEE - Profit Center: Totals Records         | 1     |
| External Auditor          | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |
| Finance Reporting Officer | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |
| Financial Reporting Manag | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |
| Financial Reporting Senio | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |
| Internal Auditor          | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |
| SAP Support               | 2KET - EC-PCA: Allow Balance<br>Carryforward | 1     |
| External Auditor          | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| Finance Reporting Officer | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| Financial Reporting Manag | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| Financial Reporting Offic | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| Financial Reporting Senio | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| Internal Auditor          | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| SAP Support               | 3KE3 - EC-PCA: Display Actual Assessment     | 1     |
| External Auditor          | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| Finance Reporting Officer | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| Financial Reporting Manag | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| Financial Reporting Offic | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| Financial Reporting Senio | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| Internal Auditor          | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| SAP Support               | 3KEH - EC-PCA:Addit. Bal. Sheet/P+L Accts    | 1     |
| External Auditor          | 3KEI - Derive Default Profit Center          | 1     |
| Finance Reporting Officer | 3KEI - Derive Default Profit Center          | 1     |
| Financial Reporting Manag | 3KEI - Derive Default Profit Center          | 1     |
| Financial Reporting Offic | 3KEI - Derive Default Profit Center          | 1     |
| Financial Reporting Senio | 3KEI - Derive Default Profit Center          | 1     |
| Internal Auditor          | 3KEI - Derive Default Profit Center          | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| SAP Support               | 3KEI - Derive Default Profit Center            | 1     |
| External Auditor          | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| Finance Reporting Officer | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| Financial Reporting Manag | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| Financial Reporting Offic | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| Financial Reporting Senio | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| Internal Auditor          | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| SAP Support               | 4KE3 - EC-PCA: Display Actual Distribution     | 1     |
| External Auditor          | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| Finance Reporting Officer | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| Financial Reporting Manag | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| Financial Reporting Offic | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| Financial Reporting Senio | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| Internal Auditor          | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| SAP Support               | 8KER - Derive Partner Profit Center:<br>Sales  | 1     |
| External Auditor          | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| Finance Reporting Officer | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| Financial Reporting Manag | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| Financial Reporting Offic | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| Financial Reporting Senio | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| Internal Auditor          | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| SAP Support               | 8KES - Derive Partner Profit Center:<br>Purch. | 1     |
| External Auditor          | 9KE6 - Display Statist. Key Figure<br>Balances | 1     |
| Finance Reporting Officer | 9KE6 - Display Statist. Key Figure<br>Balances | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | 9KE6 - Display Statist. Key Figure<br>Balances | 1     |
| Financial Reporting Offic | 9KE6 - Display Statist. Key Figure<br>Balances | 1     |
| Financial Reporting Senio | 9KE6 - Display Statist. Key Figure<br>Balances | 1     |
| Internal Auditor          | 9KE6 - Display Statist. Key Figure<br>Balances | 1     |
| SAP Support               | 9KE6 - Display Statist. Key Figure Balances    | 1     |
| External Auditor          | 9KE9 - Display Profit Center Document          | 1     |
| Finance Reporting Officer | 9KE9 - Display Profit Center Document          | 1     |
| Financial Reporting Manag | 9KE9 - Display Profit Center Document          | 1     |
| Financial Reporting Offic | 9KE9 - Display Profit Center Document          | 1     |
| Financial Reporting Senio | 9KE9 - Display Profit Center Document          | 1     |
| Internal Auditor          | 9KE9 - Display Profit Center Document          | 1     |
| SAP Support               | 9KE9 - Display Profit Center Document          | 1     |
| Accounting Officer        | AB03 - Display Asset Document                  | 1     |
| AP & AR Control Superviso | AB03 - Display Asset Document                  | 1     |
| Asset Officer             | AB03 - Display Asset Document                  | 1     |
| Budget & Control Supervis | AB03 - Display Asset Document                  | 1     |
| Budget Officer            | AB03 - Display Asset Document                  | 1     |
| Building & General Asset  | AB03 - Display Asset Document                  | 1     |
| Contract & Doc. Control O | AB03 - Display Asset Document                  | 1     |
| External Auditor          | AB03 - Display Asset Document                  | 1     |
| Finance Admin             | AB03 - Display Asset Document                  | 1     |
| Finance Reporting Officer | AB03 - Display Asset Document                  | 1     |
| Financial & Accounting Su | AB03 - Display Asset Document                  | 1     |
| Financial Control Departm | AB03 - Display Asset Document                  | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Financial Reporting Manag | AB03 - Display Asset Document | 1     |
| Financial Reporting Offic | AB03 - Display Asset Document | 1     |
| Financial Reporting Senio | AB03 - Display Asset Document | 1     |
| Financial Reporting Super | AB03 - Display Asset Document | 1     |
| Internal Auditor          | AB03 - Display Asset Document | 1     |
| Managerial Reporting Supe | AB03 - Display Asset Document | 1     |
| MGM_REP                   | AB03 - Display Asset Document | 1     |
| SAP Support               | AB03 - Display Asset Document | 1     |
| Supporting Infr. Dev. Sup | AB03 - Display Asset Document | 1     |
| Accounting Administrator  | AB08 - Reverse Line Items     | 1     |
| Accounting Officer        | AB08 - Reverse Line Items     | 1     |
| Finance Admin             | AB08 - Reverse Line Items     | 1     |
| Financial & Accounting Su | AB08 - Reverse Line Items     | 1     |
| Financial Control Departm | AB08 - Reverse Line Items     | 1     |
| Financial Reporting Manag | AB08 - Reverse Line Items     | 1     |
| Financial Reporting Super | AB08 - Reverse Line Items     | 1     |
| Gen. Accounting Superviso | AB08 - Reverse Line Items     | 1     |
| Accounting Administrator  | ABAA - Unplanned depreciation | 1     |
| Accounting Officer        | ABAA - Unplanned depreciation | 1     |
| Finance Admin             | ABAA - Unplanned depreciation | 1     |
| Financial & Accounting Su | ABAA - Unplanned depreciation | 1     |
| Financial Control Departm | ABAA - Unplanned depreciation | 1     |
| Financial Reporting Manag | ABAA - Unplanned depreciation | 1     |
| Financial Reporting Super | ABAA - Unplanned depreciation | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Gen. Accounting Superviso | ABAA - Unplanned depreciation            | 1     |
| Accounting Administrator  | ABAON - Asset Sale Without Customer      | 1     |
| Accounting Officer        | ABAON - Asset Sale Without Customer      | 1     |
| Finance Admin             | ABAON - Asset Sale Without Customer      | 1     |
| Financial & Accounting Su | ABAON - Asset Sale Without Customer      | 1     |
| Financial Control Departm | ABAON - Asset Sale Without Customer      | 1     |
| Financial Reporting Manag | ABAON - Asset Sale Without Customer      | 1     |
| Financial Reporting Super | ABAON - Asset Sale Without Customer      | 1     |
| Gen. Accounting Superviso | ABAON - Asset Sale Without Customer      | 1     |
| Accounting Administrator  | ABAVN - Asset Retirement by<br>Scrapping | 1     |
| Accounting Officer        | ABAVN - Asset Retirement by Scrapping    | 1     |
| Finance Admin             | ABAVN - Asset Retirement by Scrapping    | 1     |
| Financial & Accounting Su | ABAVN - Asset Retirement by Scrapping    | 1     |
| Financial Control Departm | ABAVN - Asset Retirement by Scrapping    | 1     |
| Financial Reporting Manag | ABAVN - Asset Retirement by Scrapping    | 1     |
| Financial Reporting Super | ABAVN - Asset Retirement by Scrapping    | 1     |
| Gen. Accounting Superviso | ABAVN - Asset Retirement by Scrapping    | 1     |
| Accounting Administrator  | ABST - Reconciliation Analysis FI-AA     | 1     |
| Accounting Officer        | ABST - Reconciliation Analysis FI-AA     | 1     |
| Finance Admin             | ABST - Reconciliation Analysis FI-AA     | 1     |
| Financial & Accounting Su | ABST - Reconciliation Analysis FI-AA     | 1     |
| Financial Control Departm | ABST - Reconciliation Analysis FI-AA     | 1     |
| Financial Reporting Manag | ABST - Reconciliation Analysis FI-AA     | 1     |
| Financial Reporting Super | ABST - Reconciliation Analysis FI-AA     | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Gen. Accounting Superviso | ABST - Reconciliation Analysis FI-AA    | 1     |
| Accounting Administrator  | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Accounting Officer        | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Finance Admin             | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Financial & Accounting Su | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Financial Control Departm | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Financial Reporting Manag | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Financial Reporting Super | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Gen. Accounting Superviso | ABST2 - Reconciliation Analysis FI-AA   | 1     |
| Accounting Administrator  | ABT1N - Intercompany Asset Transfer     | 1     |
| Accounting Officer        | ABT1N - Intercompany Asset Transfer     | 1     |
| Finance Admin             | ABT1N - Intercompany Asset Transfer     | 1     |
| Financial & Accounting Su | ABT1N - Intercompany Asset Transfer     | 1     |
| Financial Control Departm | ABT1N - Intercompany Asset Transfer     | 1     |
| Financial Reporting Manag | ABT1N - Intercompany Asset Transfer     | 1     |
| Financial Reporting Super | ABT1N - Intercompany Asset Transfer     | 1     |
| Gen. Accounting Superviso | ABT1N - Intercompany Asset Transfer     | 1     |
| Accounting Administrator  | ABUMN - Transfer within Company Code    | 1     |
| Accounting Officer        | ABUMN - Transfer within Company Code    | 1     |
| Finance Admin             | ABUMN - Transfer within Company Code    | 1     |
| Financial & Accounting Su | ABUMN - Transfer within Company<br>Code | 1     |
| Financial Control Departm | ABUMN - Transfer within Company<br>Code | 1     |
| Financial Reporting Manag | ABUMN - Transfer within Company<br>Code | 1     |
| Financial Reporting Super | ABUMN - Transfer within Company<br>Code | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Gen. Accounting Superviso | ABUMN - Transfer within Company Code | 1     |
| Accounting Officer        | AC06 - List Display: Service Master  | 1     |
| Budget & Control Supervis | AC06 - List Display: Service Master  | 1     |
| Budget Officer            | AC06 - List Display: Service Master  | 1     |
| External Auditor          | AC06 - List Display: Service Master  | 1     |
| Finance & Adm General Man | AC06 - List Display: Service Master  | 1     |
| Finance Admin             | AC06 - List Display: Service Master  | 1     |
| Finance Reporting Officer | AC06 - List Display: Service Master  | 1     |
| Financial & Accounting Su | AC06 - List Display: Service Master  | 1     |
| Financial Control Departm | AC06 - List Display: Service Master  | 1     |
| Financial Reporting Manag | AC06 - List Display: Service Master  | 1     |
| Financial Reporting Offic | AC06 - List Display: Service Master  | 1     |
| Financial Reporting Senio | AC06 - List Display: Service Master  | 1     |
| Financial Reporting Super | AC06 - List Display: Service Master  | 1     |
| Internal Auditor          | AC06 - List Display: Service Master  | 1     |
| Managerial Reporting Supe | AC06 - List Display: Service Master  | 1     |
| MGM_REP                   | AC06 - List Display: Service Master  | 1     |
| Mgt Reporting & Budget Se | AC06 - List Display: Service Master  | 1     |
| SAP Support               | AC06 - List Display: Service Master  | 1     |
| Accounting Administrator  | AFAB - Post depreciation             | 1     |
| Accounting Officer        | AFAB - Post depreciation             | 1     |
| Finance Admin             | AFAB - Post depreciation             | 1     |
| Financial & Accounting Su | AFAB - Post depreciation             | 1     |
| Financial Control Departm | AFAB - Post depreciation             | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | AFAB - Post depreciation                   | 1     |
| Financial Reporting Super | AFAB - Post depreciation                   | 1     |
| Gen. Accounting Superviso | AFAB - Post depreciation                   | 1     |
| SAP Support               | AFAMA - View Maint. for Deprec. Key Method | 1     |
| Accounting Administrator  | AFBP - Create depreciation posting log     | 1     |
| Accounting Officer        | AFBP - Create depreciation posting log     | 1     |
| Finance Admin             | AFBP - Create depreciation posting log     | 1     |
| Financial & Accounting Su | AFBP - Create depreciation posting log     | 1     |
| Financial Control Departm | AFBP - Create depreciation posting log     | 1     |
| Financial Reporting Manag | AFBP - Create depreciation posting log     | 1     |
| Financial Reporting Super | AFBP - Create depreciation posting log     | 1     |
| Gen. Accounting Superviso | AFBP - Create depreciation posting log     | 1     |
| Accounting Administrator  | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Accounting Officer        | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Finance Admin             | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Financial & Accounting Su | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Financial Control Departm | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Financial Reporting Manag | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Financial Reporting Super | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Gen. Accounting Superviso | AIAB - AuC Assignment of Dist. Rule        | 1     |
| Accounting Administrator  | AIBU - Transfer Asset under Const.         | 1     |
| Accounting Officer        | AIBU - Transfer Asset under Const.         | 1     |
| Finance Admin             | AIBU - Transfer Asset under Const.         | 1     |
| Financial & Accounting Su | AIBU - Transfer Asset under Const.         | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Financial Control Departm | AIBU - Transfer Asset under Const.     | 1     |
| Financial Reporting Manag | AIBU - Transfer Asset under Const.     | 1     |
| Financial Reporting Super | AIBU - Transfer Asset under Const.     | 1     |
| Gen. Accounting Superviso | AIBU - Transfer Asset under Const.     | 1     |
| Accounting Administrator  | AIST - Reverse Settlement of AuC       | 1     |
| Accounting Officer        | AIST - Reverse Settlement of AuC       | 1     |
| Finance Admin             | AIST - Reverse Settlement of AuC       | 1     |
| Financial & Accounting Su | AIST - Reverse Settlement of AuC       | 1     |
| Financial Control Departm | AIST - Reverse Settlement of AuC       | 1     |
| Financial Reporting Manag | AIST - Reverse Settlement of AuC       | 1     |
| Financial Reporting Super | AIST - Reverse Settlement of AuC       | 1     |
| Gen. Accounting Superviso | AIST - Reverse Settlement of AuC       | 1     |
| SAP Support               | AJAB - Year-End Closing                | 1     |
| SAP Support               | AJRW - Fiscal Year Change              | 1     |
| External Auditor          | AO21 - Screen layout for deprec. areas | 1     |
| Finance Reporting Officer | AO21 - Screen layout for deprec. areas | 1     |
| Financial Reporting Manag | AO21 - Screen layout for deprec. areas | 1     |
| Financial Reporting Offic | AO21 - Screen layout for deprec. areas | 1     |
| Financial Reporting Senio | AO21 - Screen layout for deprec. areas | 1     |
| Internal Auditor          | AO21 - Screen layout for deprec. areas | 1     |
| SAP Support               | AO21 - Screen layout for deprec. areas | 1     |
| External Auditor          | AO77 - Define Transaction Type         | 1     |
| Finance Reporting Officer | AO77 - Define Transaction Type         | 1     |
| Financial Reporting Manag | AO77 - Define Transaction Type         | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Financial Reporting Offic | AO77 - Define Transaction Type       | 1     |
| Financial Reporting Senio | AO77 - Define Transaction Type       | 1     |
| Internal Auditor          | AO77 - Define Transaction Type       | 1     |
| SAP Support               | AO77 - Define Transaction Type       | 1     |
| External Auditor          | AO78 - Define Transaction Type       | 1     |
| Finance Reporting Officer | AO78 - Define Transaction Type       | 1     |
| Financial Reporting Manag | AO78 - Define Transaction Type       | 1     |
| Financial Reporting Offic | AO78 - Define Transaction Type       | 1     |
| Financial Reporting Senio | AO78 - Define Transaction Type       | 1     |
| Internal Auditor          | AO78 - Define Transaction Type       | 1     |
| SAP Support               | AO78 - Define Transaction Type       | 1     |
| External Auditor          | AO90 - Account assignmt Acquisitions | 1     |
| Finance Reporting Officer | AO90 - Account assignmt Acquisitions | 1     |
| Financial Reporting Manag | AO90 - Account assignmt Acquisitions | 1     |
| Financial Reporting Offic | AO90 - Account assignmt Acquisitions | 1     |
| Financial Reporting Senio | AO90 - Account assignmt Acquisitions | 1     |
| Internal Auditor          | AO90 - Account assignmt Acquisitions | 1     |
| SAP Support               | AO90 - Account assignmt Acquisitions | 1     |
| Accounting & Tax Officer  | AR01 - Call Asset List               | 1     |
| Accounting Administrator  | AR01 - Call Asset List               | 1     |
| Accounting Manager        | AR01 - Call Asset List               | 1     |
| Accounting Officer        | AR01 - Call Asset List               | 1     |
| Administration Staff      | AR01 - Call Asset List               | 1     |
| AP & AR Control Superviso | AR01 - Call Asset List               | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| AP Control Manager        | AR01 - Call Asset List | 1     |
| AP Controller             | AR01 - Call Asset List | 1     |
| AR Control Superintendent | AR01 - Call Asset List | 1     |
| AR NON Trade Control Serv | AR01 - Call Asset List | 1     |
| AR Officer                | AR01 - Call Asset List | 1     |
| AR Trade Control Service  | AR01 - Call Asset List | 1     |
| Asset Officer             | AR01 - Call Asset List | 1     |
| Budget & Control Supervis | AR01 - Call Asset List | 1     |
| Budget Officer            | AR01 - Call Asset List | 1     |
| Building & General Asset  | AR01 - Call Asset List | 1     |
| Contract & Doc. Control O | AR01 - Call Asset List | 1     |
| External Auditor          | AR01 - Call Asset List | 1     |
| Finance & Adm General Man | AR01 - Call Asset List | 1     |
| Finance Admin             | AR01 - Call Asset List | 1     |
| Finance Rep. & Analyst Ma | AR01 - Call Asset List | 1     |
| Finance Reporting Officer | AR01 - Call Asset List | 1     |
| Financial & Accounting Su | AR01 - Call Asset List | 1     |
| Financial Control Departm | AR01 - Call Asset List | 1     |
| Financial Reporting Manag | AR01 - Call Asset List | 1     |
| Financial Reporting Offic | AR01 - Call Asset List | 1     |
| Financial Reporting Senio | AR01 - Call Asset List | 1     |
| Financial Reporting Super | AR01 - Call Asset List | 1     |
| Gen. Accounting Superviso | AR01 - Call Asset List | 1     |
| Internal Auditor          | AR01 - Call Asset List | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Managerial Reporting Supe | AR01 - Call Asset List           | 1     |
| MGM_REP                   | AR01 - Call Asset List           | 1     |
| Mgt Reporting & Budget Se | AR01 - Call Asset List           | 1     |
| President Director        | AR01 - Call Asset List           | 1     |
| SAP Support               | AR01 - Call Asset List           | 1     |
| Supporting Infr. Dev. Sup | AR01 - Call Asset List           | 1     |
| Tax Officer               | AR01 - Call Asset List           | 1     |
| External Auditor          | ARAL - Display Application Log   | 1     |
| Finance Reporting Officer | ARAL - Display Application Log   | 1     |
| Financial Reporting Manag | ARAL - Display Application Log   | 1     |
| Financial Reporting Offic | ARAL - Display Application Log   | 1     |
| Financial Reporting Senio | ARAL - Display Application Log   | 1     |
| Internal Auditor          | ARAL - Display Application Log   | 1     |
| SAP Support               | ARAL - Display Application Log   | 1     |
| External Auditor          | ARQ0 - FIAA - Ad hoc reports     | 1     |
| Finance Reporting Officer | ARQ0 - FIAA - Ad hoc reports     | 1     |
| Financial Reporting Manag | ARQ0 - FIAA - Ad hoc reports     | 1     |
| Financial Reporting Offic | ARQ0 - FIAA - Ad hoc reports     | 1     |
| Financial Reporting Senio | ARQ0 - FIAA - Ad hoc reports     | 1     |
| Internal Auditor          | ARQ0 - FIAA - Ad hoc reports     | 1     |
| SAP Support               | ARQ0 - FIAA - Ad hoc reports     | 1     |
| External Auditor          | ART0 - FIAA - Information System | 1     |
| Finance Reporting Officer | ART0 - FIAA - Information System | 1     |
| Financial Reporting Manag | ART0 - FIAA - Information System | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Offic | ART0 - FIAA - Information System   | 1     |
| Financial Reporting Senio | ART0 - FIAA - Information System   | 1     |
| Internal Auditor          | ART0 - FIAA - Information System   | 1     |
| SAP Support               | ART0 - FIAA - Information System   | 1     |
| Finance & Adm General Man | AS01 - Create Asset Master Record  | 1     |
| Mgt Reporting & Budget Se | AS01 - Create Asset Master Record  | 1     |
| SAP Support               | AS01 - Create Asset Master Record  | 1     |
| SAP Support               | AS02 - Change Asset Master Record  | 1     |
| Accounting Administrator  | AS03 - Display Asset Master Record | 1     |
| Accounting Manager        | AS03 - Display Asset Master Record | 1     |
| Accounting Officer        | AS03 - Display Asset Master Record | 1     |
| AP & AR Control Superviso | AS03 - Display Asset Master Record | 1     |
| Asset Officer             | AS03 - Display Asset Master Record | 1     |
| Building & General Asset  | AS03 - Display Asset Master Record | 1     |
| Contract & Doc. Control O | AS03 - Display Asset Master Record | 1     |
| External Auditor          | AS03 - Display Asset Master Record | 1     |
| Finance & Adm General Man | AS03 - Display Asset Master Record | 1     |
| Finance Admin             | AS03 - Display Asset Master Record | 1     |
| Finance Rep. & Analyst Ma | AS03 - Display Asset Master Record | 1     |
| Finance Reporting Officer | AS03 - Display Asset Master Record | 1     |
| Financial & Accounting Su | AS03 - Display Asset Master Record | 1     |
| Financial Control Departm | AS03 - Display Asset Master Record | 1     |
| Financial Reporting Manag | AS03 - Display Asset Master Record | 1     |
| Financial Reporting Offic | AS03 - Display Asset Master Record | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | AS03 - Display Asset Master Record         | 1     |
| Financial Reporting Super | AS03 - Display Asset Master Record         | 1     |
| Gen. Accounting Superviso | AS03 - Display Asset Master Record         | 1     |
| Internal Auditor          | AS03 - Display Asset Master Record         | 1     |
| Mgt Reporting & Budget Se | AS03 - Display Asset Master Record         | 1     |
| President Director        | AS03 - Display Asset Master Record         | 1     |
| SAP Support               | AS03 - Display Asset Master Record         | 1     |
| Supporting Infr. Dev. Sup | AS03 - Display Asset Master Record         | 1     |
| SAP Support               | AS05 - Block Asset Master Record           | 1     |
| SAP Support               | AS06 - Delete Asset Record/Mark for Delet. | 1     |
| SAP Support               | AS08 - Number Ranges:Asset Number          | 1     |
| SAP Support               | AS11 - Create Asset Subnumber              | 1     |
| SAP Support               | AS91 - Create Old Asset                    | 1     |
| SAP Support               | AS92 - Change Old Asset                    | 1     |
| SAP Support               | AS93 - Display Old Asset                   | 1     |
| Accounting Administrator  | ASKBN - Periodic APC Posting Run           | 1     |
| Accounting Officer        | ASKBN - Periodic APC Posting Run           | 1     |
| Finance Admin             | ASKBN - Periodic APC Posting Run           | 1     |
| Financial & Accounting Su | ASKBN - Periodic APC Posting Run           | 1     |
| Financial Control Departm | ASKBN - Periodic APC Posting Run           | 1     |
| Financial Reporting Manag | ASKBN - Periodic APC Posting Run           | 1     |
| Financial Reporting Super | ASKBN - Periodic APC Posting Run           | 1     |
| Gen. Accounting Superviso | ASKBN - Periodic APC Posting Run           | 1     |
| External Auditor          | AUN0 - FI-AA Asset Summary                 | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Finance Reporting Officer | AUN0 - FI-AA Asset Summary        | 1     |
| Financial Reporting Manag | AUN0 - FI-AA Asset Summary        | 1     |
| Financial Reporting Offic | AUN0 - FI-AA Asset Summary        | 1     |
| Financial Reporting Senio | AUN0 - FI-AA Asset Summary        | 1     |
| Internal Auditor          | AUN0 - FI-AA Asset Summary        | 1     |
| SAP Support               | AUN0 - FI-AA Asset Summary        | 1     |
| External Auditor          | AUT10 - Evaluation of Audit Trail | 1     |
| Finance Reporting Officer | AUT10 - Evaluation of Audit Trail | 1     |
| Financial Reporting Manag | AUT10 - Evaluation of Audit Trail | 1     |
| Financial Reporting Offic | AUT10 - Evaluation of Audit Trail | 1     |
| Financial Reporting Senio | AUT10 - Evaluation of Audit Trail | 1     |
| Internal Auditor          | AUT10 - Evaluation of Audit Trail | 1     |
| SAP Support               | AUT10 - Evaluation of Audit Trail | 1     |
| External Auditor          | AUVA - FI-AA Incomplete Assets    | 1     |
| Finance Reporting Officer | AUVA - FI-AA Incomplete Assets    | 1     |
| Financial Reporting Manag | AUVA - FI-AA Incomplete Assets    | 1     |
| Financial Reporting Offic | AUVA - FI-AA Incomplete Assets    | 1     |
| Financial Reporting Senio | AUVA - FI-AA Incomplete Assets    | 1     |
| Internal Auditor          | AUVA - FI-AA Incomplete Assets    | 1     |
| SAP Support               | AUVA - FI-AA Incomplete Assets    | 1     |
| Accounting Administrator  | AW01N - Asset Explorer            | 1     |
| Accounting Manager        | AW01N - Asset Explorer            | 1     |
| Accounting Officer        | AW01N - Asset Explorer            | 1     |
| AP & AR Control Superviso | AW01N - Asset Explorer            | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| Asset Officer             | AW01N - Asset Explorer | 1     |
| Budget & Control Supervis | AW01N - Asset Explorer | 1     |
| Budget Officer            | AW01N - Asset Explorer | 1     |
| Building & General Asset  | AW01N - Asset Explorer | 1     |
| Contract & Doc. Control O | AW01N - Asset Explorer | 1     |
| External Auditor          | AW01N - Asset Explorer | 1     |
| Finance & Adm General Man | AW01N - Asset Explorer | 1     |
| Finance Admin             | AW01N - Asset Explorer | 1     |
| Finance Rep. & Analyst Ma | AW01N - Asset Explorer | 1     |
| Finance Reporting Officer | AW01N - Asset Explorer | 1     |
| Financial & Accounting Su | AW01N - Asset Explorer | 1     |
| Financial Control Departm | AW01N - Asset Explorer | 1     |
| Financial Reporting Manag | AW01N - Asset Explorer | 1     |
| Financial Reporting Offic | AW01N - Asset Explorer | 1     |
| Financial Reporting Senio | AW01N - Asset Explorer | 1     |
| Financial Reporting Super | AW01N - Asset Explorer | 1     |
| Gen. Accounting Superviso | AW01N - Asset Explorer | 1     |
| Internal Auditor          | AW01N - Asset Explorer | 1     |
| Managerial Reporting Supe | AW01N - Asset Explorer | 1     |
| MGM_REP                   | AW01N - Asset Explorer | 1     |
| Mgt Reporting & Budget Se | AW01N - Asset Explorer | 1     |
| President Director        | AW01N - Asset Explorer | 1     |
| SAP Support               | AW01N - Asset Explorer | 1     |
| Supporting Infr. Dev. Sup | AW01N - Asset Explorer | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Accounting Manager        | BMBC - Batch Information Cockpit | 1     |
| Administration Staff      | BMBC - Batch Information Cockpit | 1     |
| AR Control Manager        | BMBC - Batch Information Cockpit | 1     |
| Contract Management Engin | BMBC - Batch Information Cockpit | 1     |
| CPP & Hauling Road Superv | BMBC - Batch Information Cockpit | 1     |
| CPP Superintendent        | BMBC - Batch Information Cockpit | 1     |
| CPP Supervisor            | BMBC - Batch Information Cockpit | 1     |
| Finance Rep. & Analyst Ma | BMBC - Batch Information Cockpit | 1     |
| Financial Control Departm | BMBC - Batch Information Cockpit | 1     |
| Financial Reporting Manag | BMBC - Batch Information Cockpit | 1     |
| Production Administration | BMBC - Batch Information Cockpit | 1     |
| SAP Support               | BMBC - Batch Information Cockpit | 1     |
| Accounting Officer        | BP - Maintain Business Partner   | 1     |
| Bank & Trade Finance Mana | BP - Maintain Business Partner   | 1     |
| Bank Rels. Officer & Cash | BP - Maintain Business Partner   | 1     |
| Cash Management Officer   | BP - Maintain Business Partner   | 1     |
| Finance & Adm General Man | BP - Maintain Business Partner   | 1     |
| Finance Admin             | BP - Maintain Business Partner   | 1     |
| Financial & Accounting Su | BP - Maintain Business Partner   | 1     |
| Financial Control Departm | BP - Maintain Business Partner   | 1     |
| SAP Support               | BP - Maintain Business Partner   | 1     |
| Trade Finance Admin.      | BP - Maintain Business Partner   | 1     |
| Trade Finance Officer     | BP - Maintain Business Partner   | 1     |
| Treasury & Bangking Manag | BP - Maintain Business Partner   | 1     |

| HR Position                    | Code Matrix                               | Count |
|--------------------------------|---|-------|
| Treasury General Manager       | BP - Maintain Business Partner            | 1     |
| Treasury Settlement Offic      | BP - Maintain Business Partner            | 1     |
| Accounting Officer             | BPCD - Business Partner: Change Documents | 1     |
| Bank & Trade Finance Mana      | BPCD - Business Partner: Change Documents | 1     |
| Bank Rels. Officer & Cash      | BPCD - Business Partner: Change Documents | 1     |
| Cash Management Administration | BPCD - Business Partner: Change Documents | 1     |
| Cash Management Officer        | BPCD - Business Partner: Change Documents | 1     |
| Finance & Adm General Man      | BPCD - Business Partner: Change Documents | 1     |
| Finance Admin                  | BPCD - Business Partner: Change Documents | 1     |
| Financial & Accounting Su      | BPCD - Business Partner: Change Documents | 1     |
| Financial Control Departm      | BPCD - Business Partner: Change Documents | 1     |
| Trade Finance Admin.           | BPCD - Business Partner: Change Documents | 1     |
| Trade Finance Officer          | BPCD - Business Partner: Change Documents | 1     |
| Treasury & Bangking Manag      | BPCD - Business Partner: Change Documents | 1     |
| Treasury Administration        | BPCD - Business Partner: Change Documents | 1     |
| Treasury General Manager       | BPCD - Business Partner: Change Documents | 1     |
| Treasury Settlement Offic      | BPCD - Business Partner: Change Documents | 1     |
| Treasury Superintendent        | BPCD - Business Partner: Change Documents | 1     |
| SAP Support                    | C201 - Create Master Recipe               | 1     |
| SAP Support                    | C202 - Change Master Recipe               | 1     |
| Accounting Manager             | C203 - Display Master Recipe              | 1     |
| AR Control Manager             | C203 - Display Master Recipe              | 1     |
| Contract Management Engin      | C203 - Display Master Recipe              | 1     |
| Finance Rep. & Analyst Ma      | C203 - Display Master Recipe              | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Control Departm | C203 - Display Master Recipe               | 1     |
| Financial Reporting Manag | C203 - Display Master Recipe               | 1     |
| PQDC Officer              | C203 - Display Master Recipe               | 1     |
| Production Administration | C203 - Display Master Recipe               | 1     |
| SAP Support               | C203 - Display Master Recipe               | 1     |
| SAP Support               | C223 - Maintain Production Versions        | 1     |
| Accounting Manager        | C251 - Print Master Recipes                | 1     |
| AR Control Manager        | C251 - Print Master Recipes                | 1     |
| Contract Management Engin | C251 - Print Master Recipes                | 1     |
| Finance Rep. & Analyst Ma | C251 - Print Master Recipes                | 1     |
| Financial Control Departm | C251 - Print Master Recipes                | 1     |
| Financial Reporting Manag | C251 - Print Master Recipes                | 1     |
| Production Administration | C251 - Print Master Recipes                | 1     |
| Accounting Manager        | C252 - Print Production Versions           | 1     |
| AR Control Manager        | C252 - Print Production Versions           | 1     |
| Contract Management Engin | C252 - Print Production Versions           | 1     |
| Finance Rep. & Analyst Ma | C252 - Print Production Versions           | 1     |
| Financial Control Departm | C252 - Print Production Versions           | 1     |
| Financial Reporting Manag | C252 - Print Production Versions           | 1     |
| Production Administration | C252 - Print Production Versions           | 1     |
| Accounting Manager        | C260 - Recipe Development on Time<br>Basis | 1     |
| AR Control Manager        | C260 - Recipe Development on Time<br>Basis | 1     |
| Finance Rep. & Analyst Ma | C260 - Recipe Development on Time<br>Basis | 1     |
| Financial Control Departm | C260 - Recipe Development on Time<br>Basis | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | C260 - Recipe Development on Time<br>Basis | 1     |
| Accounting Manager        | C261 - Change Document Display Master Rec. | 1     |
| External Auditor          | C261 - Change Document Display Master Rec. | 1     |
| Finance Rep. & Analyst Ma | C261 - Change Document Display Master Rec. | 1     |
| Finance Reporting Officer | C261 - Change Document Display Master Rec. | 1     |
| Financial Control Departm | C261 - Change Document Display Master Rec. | 1     |
| Financial Reporting Manag | C261 - Change Document Display Master Rec. | 1     |
| Financial Reporting Offic | C261 - Change Document Display Master Rec. | 1     |
| Financial Reporting Senio | C261 - Change Document Display Master Rec. | 1     |
| Internal Auditor          | C261 - Change Document Display Master Rec. | 1     |
| SAP Support               | C261 - Change Document Display Master Rec. | 1     |
| SAP Support               | C298 - Delete Master Recipes               | 1     |
| SAP Support               | CA02 - Change Routing                      | 1     |
| SAP Support               | CA03 - Display Routing                     | 1     |
| External Auditor          | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| Finance Reporting Officer | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| Financial Reporting Manag | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| Financial Reporting Offic | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| Financial Reporting Senio | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| Internal Auditor          | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| SAP Support               | CA51 - Print Rtg/Ref.Op.Set, Fields Fixed  | 1     |
| Asset Officer             | CA80 - Use of Work Center in Task<br>Lists | 1     |
| Building & General Asset  | CA80 - Use of Work Center in Task<br>Lists | 1     |
| Elect. P & C Engineer     | CA80 - Use of Work Center in Task<br>Lists | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Electrical Supervisor     | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| Engineering Manager       | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| Mech & Elect Superintende | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| Mech. P & C Engineer      | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| Mechanical Supervisor     | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| P&C Superintendent        | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| Plant Maintenance Officer | CA80 - Use of Work Center in Task<br>Lists  | 1     |
| Accounting Manager        | CA81 - Master recipe usage and resources    | 1     |
| Finance Rep. & Analyst Ma | CA81 - Master recipe usage and resources    | 1     |
| Financial Control Departm | CA81 - Master recipe usage and resources    | 1     |
| Financial Reporting Manag | CA81 - Master recipe usage and resources    | 1     |
| Asset Officer             | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Building & General Asset  | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Elect. P & C Engineer     | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Electrical Supervisor     | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Engineering Manager       | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Mech & Elect Superintende | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Mech. P & C Engineer      | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Mechanical Supervisor     | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| P&C Superintendent        | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Plant Maintenance Officer | CA82 - Where-used Lists EQUI Work<br>Center | 1     |
| Asset Officer             | CA85 - Replace Work Center in Task<br>Lists | 1     |
| Building & General Asset  | CA85 - Replace Work Center in Task<br>Lists | 1     |
| Mech & Elect Superintende | CA85 - Replace Work Center in Task<br>Lists | 1     |

| HR Position                     | Code Matrix                                 | Count |
|---------------------------------|---|-------|
| P&C Superintendent              | CA85 - Replace Work Center in Task<br>Lists | 1     |
| Asset Officer                   | CC04 - Display Product Structure            | 1     |
| Building & General Asset        | CC04 - Display Product Structure            | 1     |
| Mech & Elect Superintende       | CC04 - Display Product Structure            | 1     |
| P&C Superintendent              | CC04 - Display Product Structure            | 1     |
| PQDC Officer                    | CC04 - Display Product Structure            | 1     |
| Administration Staff            | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Commuication & Relation Officer | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Community Rel Admin Suppo       | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Contract & Doc. Control O       | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Default position                | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| ER & LM Admin Officer           | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Infrastructure Dev. Plan        | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Planning & Design Eng.          | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Production Administration       | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Project Officer                 | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Supporting Infr. Dev. Sup       | CJ01 - Create Work Breakdown<br>Structure   | 1     |
| Administration Staff            | CJ02 - Change Work Breakdown<br>Structure   | 1     |
| Coal Handling Inf. Dev. &       | CJ02 - Change Work Breakdown<br>Structure   | 1     |
| Commuication & Relation Officer | CJ02 - Change Work Breakdown<br>Structure   | 1     |
| Community Rel Admin Suppo       | CJ02 - Change Work Breakdown<br>Structure   | 1     |
| Contract & Doc. Control O       | CJ02 - Change Work Breakdown<br>Structure   | 1     |
| Default position                | CJ02 - Change Work Breakdown<br>Structure   | 1     |
| ER & LM Admin Officer           | CJ02 - Change Work Breakdown<br>Structure   | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Infrastructure Dev. Plan        | CJ02 - Change Work Breakdown<br>Structure  | 1     |
| Planning & Design Eng.          | CJ02 - Change Work Breakdown<br>Structure  | 1     |
| Production Administration       | CJ02 - Change Work Breakdown<br>Structure  | 1     |
| Project Officer                 | CJ02 - Change Work Breakdown<br>Structure  | 1     |
| Supporting Infr. Dev. Sup       | CJ02 - Change Work Breakdown<br>Structure  | 1     |
| Accounting Officer              | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Administration Staff            | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Budget & Control Supervis       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Budget Officer                  | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Coal Handling Inf. Dev. &       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Commuication & Relation Officer | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Community Rel Admin Suppo       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Contract & Doc. Control O       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Default position                | CJ03 - Display Work Breakdown<br>Structure | 1     |
| ER & LM Admin Officer           | CJ03 - Display Work Breakdown<br>Structure | 1     |
| External Auditor                | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Finance & Adm General Man       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Finance Admin                   | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Finance Reporting Officer       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Financial & Accounting Su       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Financial Control Departm       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Financial Reporting Manag       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Financial Reporting Offic       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Financial Reporting Senio       | CJ03 - Display Work Breakdown<br>Structure | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Financial Reporting Super       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Infrastructure Dev. Plan        | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Internal Auditor                | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Managerial Reporting Supe       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| MGM_REP                         | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Mgt Reporting & Budget Se       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Planning & Design Eng.          | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Production Administration       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Project Officer                 | CJ03 - Display Work Breakdown<br>Structure | 1     |
| SAP Support                     | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Supporting Infr. Dev. Sup       | CJ03 - Display Work Breakdown<br>Structure | 1     |
| Administration Staff            | CJ06 - Create Project Definition           | 1     |
| Commuication & Relation Officer | CJ06 - Create Project Definition           | 1     |
| Community Rel Admin Suppo       | CJ06 - Create Project Definition           | 1     |
| Contract & Doc. Control O       | CJ06 - Create Project Definition           | 1     |
| Default position                | CJ06 - Create Project Definition           | 1     |
| ER & LM Admin Officer           | CJ06 - Create Project Definition           | 1     |
| Infrastructure Dev. Plan        | CJ06 - Create Project Definition           | 1     |
| Planning & Design Eng.          | CJ06 - Create Project Definition           | 1     |
| Production Administration       | CJ06 - Create Project Definition           | 1     |
| Project Officer                 | CJ06 - Create Project Definition           | 1     |
| Supporting Infr. Dev. Sup       | CJ06 - Create Project Definition           | 1     |
| Administration Staff            | CJ07 - Change Project Definition           | 1     |
| Coal Handling Inf. Dev. &       | CJ07 - Change Project Definition           | 1     |

| HR Position                     | Code Matrix                       | Count |
|---------------------------------|-----------------------------------|-------|
| Commuication & Relation Officer | CJ07 - Change Project Definition  | 1     |
| Community Rel Admin Suppo       | CJ07 - Change Project Definition  | 1     |
| Contract & Doc. Control O       | CJ07 - Change Project Definition  | 1     |
| Default position                | CJ07 - Change Project Definition  | 1     |
| ER & LM Admin Officer           | CJ07 - Change Project Definition  | 1     |
| Infrastructure Dev. Plan        | CJ07 - Change Project Definition  | 1     |
| Planning & Design Eng.          | CJ07 - Change Project Definition  | 1     |
| Production Administration       | CJ07 - Change Project Definition  | 1     |
| Project Officer                 | CJ07 - Change Project Definition  | 1     |
| Supporting Infr. Dev. Sup       | CJ07 - Change Project Definition  | 1     |
| Accounting Officer              | CJ08 - Display Project Definition | 1     |
| Administration Staff            | CJ08 - Display Project Definition | 1     |
| Budget & Control Supervis       | CJ08 - Display Project Definition | 1     |
| Budget Officer                  | CJ08 - Display Project Definition | 1     |
| Coal Handling Inf. Dev. &       | CJ08 - Display Project Definition | 1     |
| Commuication & Relation Officer | CJ08 - Display Project Definition | 1     |
| Community Rel Admin Suppo       | CJ08 - Display Project Definition | 1     |
| Contract & Doc. Control O       | CJ08 - Display Project Definition | 1     |
| Default position                | CJ08 - Display Project Definition | 1     |
| ER & LM Admin Officer           | CJ08 - Display Project Definition | 1     |
| Finance & Adm General Man       | CJ08 - Display Project Definition | 1     |
| Finance Admin                   | CJ08 - Display Project Definition | 1     |
| Finance Reporting Officer       | CJ08 - Display Project Definition | 1     |
| Financial & Accounting Su       | CJ08 - Display Project Definition | 1     |

| HR Position                     | Code Matrix                       | Count |
|---------------------------------|-----------------------------------|-------|
| Financial Control Departm       | CJ08 - Display Project Definition | 1     |
| Financial Reporting Manag       | CJ08 - Display Project Definition | 1     |
| Financial Reporting Offic       | CJ08 - Display Project Definition | 1     |
| Financial Reporting Super       | CJ08 - Display Project Definition | 1     |
| Infrastructure Dev. Plan        | CJ08 - Display Project Definition | 1     |
| Managerial Reporting Supe       | CJ08 - Display Project Definition | 1     |
| MGM_REP                         | CJ08 - Display Project Definition | 1     |
| Mgt Reporting & Budget Se       | CJ08 - Display Project Definition | 1     |
| Planning & Design Eng.          | CJ08 - Display Project Definition | 1     |
| Production Administration       | CJ08 - Display Project Definition | 1     |
| Project Officer                 | CJ08 - Display Project Definition | 1     |
| Supporting Infr. Dev. Sup       | CJ08 - Display Project Definition | 1     |
| Administration Staff            | CJ11 - Create WBS Element         | 1     |
| Commuication & Relation Officer | CJ11 - Create WBS Element         | 1     |
| Community Rel Admin Suppo       | CJ11 - Create WBS Element         | 1     |
| Contract & Doc. Control O       | CJ11 - Create WBS Element         | 1     |
| Default position                | CJ11 - Create WBS Element         | 1     |
| ER & LM Admin Officer           | CJ11 - Create WBS Element         | 1     |
| Infrastructure Dev. Plan        | CJ11 - Create WBS Element         | 1     |
| Planning & Design Eng.          | CJ11 - Create WBS Element         | 1     |
| Production Administration       | CJ11 - Create WBS Element         | 1     |
| Project Officer                 | CJ11 - Create WBS Element         | 1     |
| Supporting Infr. Dev. Sup       | CJ11 - Create WBS Element         | 1     |
| Administration Staff            | CJ12 - Change WBS Element         | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Coal Handling Inf. Dev. &       | CJ12 - Change WBS Element  | 1     |
| Commuication & Relation Officer | CJ12 - Change WBS Element  | 1     |
| Community Rel Admin Suppo       | CJ12 - Change WBS Element  | 1     |
| Contract & Doc. Control O       | CJ12 - Change WBS Element  | 1     |
| Default position                | CJ12 - Change WBS Element  | 1     |
| ER & LM Admin Officer           | CJ12 - Change WBS Element  | 1     |
| Infrastructure Dev. Plan        | CJ12 - Change WBS Element  | 1     |
| Planning & Design Eng.          | CJ12 - Change WBS Element  | 1     |
| Production Administration       | CJ12 - Change WBS Element  | 1     |
| Project Officer                 | CJ12 - Change WBS Element  | 1     |
| Supporting Infr. Dev. Sup       | CJ12 - Change WBS Element  | 1     |
| Accounting Officer              | CJ13 - Display WBS Element | 1     |
| Administration Staff            | CJ13 - Display WBS Element | 1     |
| Budget & Control Supervis       | CJ13 - Display WBS Element | 1     |
| Budget Officer                  | CJ13 - Display WBS Element | 1     |
| Coal Handling Inf. Dev. &       | CJ13 - Display WBS Element | 1     |
| Commuication & Relation Officer | CJ13 - Display WBS Element | 1     |
| Community Rel Admin Suppo       | CJ13 - Display WBS Element | 1     |
| Contract & Doc. Control O       | CJ13 - Display WBS Element | 1     |
| Default position                | CJ13 - Display WBS Element | 1     |
| ER & LM Admin Officer           | CJ13 - Display WBS Element | 1     |
| External Auditor                | CJ13 - Display WBS Element | 1     |
| Finance & Adm General Man       | CJ13 - Display WBS Element | 1     |
| Finance Admin                   | CJ13 - Display WBS Element | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Finance Reporting Officer       | CJ13 - Display WBS Element | 1     |
| Financial & Accounting Su       | CJ13 - Display WBS Element | 1     |
| Financial Control Departm       | CJ13 - Display WBS Element | 1     |
| Financial Reporting Manag       | CJ13 - Display WBS Element | 1     |
| Financial Reporting Offic       | CJ13 - Display WBS Element | 1     |
| Financial Reporting Senio       | CJ13 - Display WBS Element | 1     |
| Financial Reporting Super       | CJ13 - Display WBS Element | 1     |
| Infrastructure Dev. Plan        | CJ13 - Display WBS Element | 1     |
| Internal Auditor                | CJ13 - Display WBS Element | 1     |
| Managerial Reporting Supe       | CJ13 - Display WBS Element | 1     |
| MGM_REP                         | CJ13 - Display WBS Element | 1     |
| Mgt Reporting & Budget Se       | CJ13 - Display WBS Element | 1     |
| Planning & Design Eng.          | CJ13 - Display WBS Element | 1     |
| Production Administration       | CJ13 - Display WBS Element | 1     |
| Project Officer                 | CJ13 - Display WBS Element | 1     |
| SAP Support                     | CJ13 - Display WBS Element | 1     |
| Supporting Infr. Dev. Sup       | CJ13 - Display WBS Element | 1     |
| Administration Staff            | CJ20 - Structure planning  | 1     |
| Coal Handling Inf. Dev. &       | CJ20 - Structure planning  | 1     |
| Commuication & Relation Officer | CJ20 - Structure planning  | 1     |
| Community Rel Admin Suppo       | CJ20 - Structure planning  | 1     |
| Contract & Doc. Control O       | CJ20 - Structure planning  | 1     |
| Default position                | CJ20 - Structure planning  | 1     |
| ER & LM Admin Officer           | CJ20 - Structure planning  | 1     |

| HR Position                     | Code Matrix               | Count |
|---------------------------------|---------------------------|-------|
| Infrastructure Dev. Plan        | CJ20 - Structure planning | 1     |
| Planning & Design Eng.          | CJ20 - Structure planning | 1     |
| Production Administration       | CJ20 - Structure planning | 1     |
| Project Officer                 | CJ20 - Structure planning | 1     |
| Supporting Infr. Dev. Sup       | CJ20 - Structure planning | 1     |
| Accounting Administrator        | CJ20N - Project Builder   | 1     |
| Accounting Officer              | CJ20N - Project Builder   | 1     |
| Administration Staff            | CJ20N - Project Builder   | 1     |
| Budget & Control Supervis       | CJ20N - Project Builder   | 1     |
| Budget Officer                  | CJ20N - Project Builder   | 1     |
| Commuication & Relation Officer | CJ20N - Project Builder   | 1     |
| Community Rel Admin Suppo       | CJ20N - Project Builder   | 1     |
| Contract & Doc. Control O       | CJ20N - Project Builder   | 1     |
| Default position                | CJ20N - Project Builder   | 1     |
| ER & LM Admin Officer           | CJ20N - Project Builder   | 1     |
| Finance & Adm General Man       | CJ20N - Project Builder   | 1     |
| Finance Admin                   | CJ20N - Project Builder   | 1     |
| Finance Reporting Officer       | CJ20N - Project Builder   | 1     |
| Financial & Accounting Su       | CJ20N - Project Builder   | 1     |
| Financial Control Departm       | CJ20N - Project Builder   | 1     |
| Financial Reporting Manag       | CJ20N - Project Builder   | 1     |
| Financial Reporting Offic       | CJ20N - Project Builder   | 1     |
| Financial Reporting Super       | CJ20N - Project Builder   | 1     |
| Gen. Accounting Superviso       | CJ20N - Project Builder   | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Infrastructure Dev. Plan        | CJ20N - Project Builder    | 1     |
| Managerial Reporting Supe       | CJ20N - Project Builder    | 1     |
| MGM_REP                         | CJ20N - Project Builder    | 1     |
| Mgt Reporting & Budget Se       | CJ20N - Project Builder    | 1     |
| Planning & Design Eng.          | CJ20N - Project Builder    | 1     |
| Production Administration       | CJ20N - Project Builder    | 1     |
| Project Officer                 | CJ20N - Project Builder    | 1     |
| Supporting Infr. Dev. Sup       | CJ20N - Project Builder    | 1     |
| Administration Staff            | CJ21 - Change Basic Dates  | 1     |
| Coal Handling Inf. Dev. &       | CJ21 - Change Basic Dates  | 1     |
| Commuication & Relation Officer | CJ21 - Change Basic Dates  | 1     |
| Community Rel Admin Suppo       | CJ21 - Change Basic Dates  | 1     |
| Contract & Doc. Control O       | CJ21 - Change Basic Dates  | 1     |
| Default position                | CJ21 - Change Basic Dates  | 1     |
| ER & LM Admin Officer           | CJ21 - Change Basic Dates  | 1     |
| Infrastructure Dev. Plan        | CJ21 - Change Basic Dates  | 1     |
| Planning & Design Eng.          | CJ21 - Change Basic Dates  | 1     |
| Production Administration       | CJ21 - Change Basic Dates  | 1     |
| Project Officer                 | CJ21 - Change Basic Dates  | 1     |
| Supporting Infr. Dev. Sup       | CJ21 - Change Basic Dates  | 1     |
| Administration Staff            | CJ22 - Display Basic Dates | 1     |
| Coal Handling Inf. Dev. &       | CJ22 - Display Basic Dates | 1     |
| Commuication & Relation Officer | CJ22 - Display Basic Dates | 1     |
| Community Rel Admin Suppo       | CJ22 - Display Basic Dates | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| Contract & Doc. Control O       | CJ22 - Display Basic Dates  | 1     |
| Default position                | CJ22 - Display Basic Dates  | 1     |
| ER & LM Admin Officer           | CJ22 - Display Basic Dates  | 1     |
| Infrastructure Dev. Plan        | CJ22 - Display Basic Dates  | 1     |
| Planning & Design Eng.          | CJ22 - Display Basic Dates  | 1     |
| Production Administration       | CJ22 - Display Basic Dates  | 1     |
| Project Officer                 | CJ22 - Display Basic Dates  | 1     |
| Supporting Infr. Dev. Sup       | CJ22 - Display Basic Dates  | 1     |
| Administration Staff            | CJ25 - Change Actual Dates  | 1     |
| Coal Handling Inf. Dev. &       | CJ25 - Change Actual Dates  | 1     |
| Commuication & Relation Officer | CJ25 - Change Actual Dates  | 1     |
| Community Rel Admin Suppo       | CJ25 - Change Actual Dates  | 1     |
| Contract & Doc. Control O       | CJ25 - Change Actual Dates  | 1     |
| Default position                | CJ25 - Change Actual Dates  | 1     |
| ER & LM Admin Officer           | CJ25 - Change Actual Dates  | 1     |
| Infrastructure Dev. Plan        | CJ25 - Change Actual Dates  | 1     |
| Planning & Design Eng.          | CJ25 - Change Actual Dates  | 1     |
| Production Administration       | CJ25 - Change Actual Dates  | 1     |
| Project Officer                 | CJ25 - Change Actual Dates  | 1     |
| Supporting Infr. Dev. Sup       | CJ25 - Change Actual Dates  | 1     |
| Administration Staff            | CJ26 - Display Actual Dates | 1     |
| Coal Handling Inf. Dev. &       | CJ26 - Display Actual Dates | 1     |
| Commuication & Relation Officer | CJ26 - Display Actual Dates | 1     |
| Community Rel Admin Suppo       | CJ26 - Display Actual Dates | 1     |

| HR Position                     | Code Matrix                       | Count |
|---------------------------------|-----------------------------------|-------|
| Contract & Doc. Control O       | CJ26 - Display Actual Dates       | 1     |
| Default position                | CJ26 - Display Actual Dates       | 1     |
| ER & LM Admin Officer           | CJ26 - Display Actual Dates       | 1     |
| Infrastructure Dev. Plan        | CJ26 - Display Actual Dates       | 1     |
| Planning & Design Eng.          | CJ26 - Display Actual Dates       | 1     |
| Production Administration       | CJ26 - Display Actual Dates       | 1     |
| Project Officer                 | CJ26 - Display Actual Dates       | 1     |
| Supporting Infr. Dev. Sup       | CJ26 - Display Actual Dates       | 1     |
| Administration Staff            | CJ27 - Project planning board     | 1     |
| Coal Handling Inf. Dev. &       | CJ27 - Project planning board     | 1     |
| Commuication & Relation Officer | CJ27 - Project planning board     | 1     |
| Community Rel Admin Suppo       | CJ27 - Project planning board     | 1     |
| Contract & Doc. Control O       | CJ27 - Project planning board     | 1     |
| Default position                | CJ27 - Project planning board     | 1     |
| ER & LM Admin Officer           | CJ27 - Project planning board     | 1     |
| Infrastructure Dev. Plan        | CJ27 - Project planning board     | 1     |
| Planning & Design Eng.          | CJ27 - Project planning board     | 1     |
| Production Administration       | CJ27 - Project planning board     | 1     |
| Project Officer                 | CJ27 - Project planning board     | 1     |
| Supporting Infr. Dev. Sup       | CJ27 - Project planning board     | 1     |
| Administration Staff            | CJ2A - Display structure planning | 1     |
| Coal Handling Inf. Dev. &       | CJ2A - Display structure planning | 1     |
| Commuication & Relation Officer | CJ2A - Display structure planning | 1     |
| Community Rel Admin Suppo       | CJ2A - Display structure planning | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Contract & Doc. Control O       | CJ2A - Display structure planning     | 1     |
| Default position                | CJ2A - Display structure planning     | 1     |
| ER & LM Admin Officer           | CJ2A - Display structure planning     | 1     |
| Infrastructure Dev. Plan        | CJ2A - Display structure planning     | 1     |
| Planning & Design Eng.          | CJ2A - Display structure planning     | 1     |
| Production Administration       | CJ2A - Display structure planning     | 1     |
| Project Officer                 | CJ2A - Display structure planning     | 1     |
| Supporting Infr. Dev. Sup       | CJ2A - Display structure planning     | 1     |
| Administration Staff            | CJ2B - Change project planning board  | 1     |
| Coal Handling Inf. Dev. &       | CJ2B - Change project planning board  | 1     |
| Commuication & Relation Officer | CJ2B - Change project planning board  | 1     |
| Community Rel Admin Suppo       | CJ2B - Change project planning board  | 1     |
| Contract & Doc. Control O       | CJ2B - Change project planning board  | 1     |
| Default position                | CJ2B - Change project planning board  | 1     |
| ER & LM Admin Officer           | CJ2B - Change project planning board  | 1     |
| Infrastructure Dev. Plan        | CJ2B - Change project planning board  | 1     |
| Planning & Design Eng.          | CJ2B - Change project planning board  | 1     |
| Production Administration       | CJ2B - Change project planning board  | 1     |
| Project Officer                 | CJ2B - Change project planning board  | 1     |
| Supporting Infr. Dev. Sup       | CJ2B - Change project planning board  | 1     |
| Administration Staff            | CJ2C - Display project planning board | 1     |
| Coal Handling Inf. Dev. &       | CJ2C - Display project planning board | 1     |
| Commuication & Relation Officer | CJ2C - Display project planning board | 1     |
| Community Rel Admin Suppo       | CJ2C - Display project planning board | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Contract & Doc. Control O       | CJ2C - Display project planning board | 1     |
| Default position                | CJ2C - Display project planning board | 1     |
| ER & LM Admin Officer           | CJ2C - Display project planning board | 1     |
| Infrastructure Dev. Plan        | CJ2C - Display project planning board | 1     |
| Planning & Design Eng.          | CJ2C - Display project planning board | 1     |
| Production Administration       | CJ2C - Display project planning board | 1     |
| Project Officer                 | CJ2C - Display project planning board | 1     |
| Supporting Infr. Dev. Sup       | CJ2C - Display project planning board | 1     |
| Administration Staff            | CJ2D - Structure planning             | 1     |
| Coal Handling Inf. Dev. &       | CJ2D - Structure planning             | 1     |
| Commuication & Relation Officer | CJ2D - Structure planning             | 1     |
| Community Rel Admin Suppo       | CJ2D - Structure planning             | 1     |
| Contract & Doc. Control O       | CJ2D - Structure planning             | 1     |
| Default position                | CJ2D - Structure planning             | 1     |
| ER & LM Admin Officer           | CJ2D - Structure planning             | 1     |
| Infrastructure Dev. Plan        | CJ2D - Structure planning             | 1     |
| Planning & Design Eng.          | CJ2D - Structure planning             | 1     |
| Production Administration       | CJ2D - Structure planning             | 1     |
| Project Officer                 | CJ2D - Structure planning             | 1     |
| Supporting Infr. Dev. Sup       | CJ2D - Structure planning             | 1     |
| Accounting Officer              | CJ30 - Change Project Original Budget | 1     |
| Budget & Control Supervis       | CJ30 - Change Project Original Budget | 1     |
| Budget Officer                  | CJ30 - Change Project Original Budget | 1     |
| Finance & Adm General Man       | CJ30 - Change Project Original Budget | 1     |

| HR Position                     | Code Matrix                            | Count |
|---------------------------------|--|-------|
| Finance Admin                   | CJ30 - Change Project Original Budget  | 1     |
| Finance Reporting Officer       | CJ30 - Change Project Original Budget  | 1     |
| Financial & Accounting Su       | CJ30 - Change Project Original Budget  | 1     |
| Financial Control Departm       | CJ30 - Change Project Original Budget  | 1     |
| Financial Reporting Manag       | CJ30 - Change Project Original Budget  | 1     |
| Financial Reporting Offic       | CJ30 - Change Project Original Budget  | 1     |
| Financial Reporting Super       | CJ30 - Change Project Original Budget  | 1     |
| Managerial Reporting Supe       | CJ30 - Change Project Original Budget  | 1     |
| MGM_REP                         | CJ30 - Change Project Original Budget  | 1     |
| Mgt Reporting & Budget Se       | CJ30 - Change Project Original Budget  | 1     |
| Accounting Officer              | CJ31 - Display Project Original Budget | 1     |
| Administration Staff            | CJ31 - Display Project Original Budget | 1     |
| Budget & Control Supervis       | CJ31 - Display Project Original Budget | 1     |
| Budget Officer                  | CJ31 - Display Project Original Budget | 1     |
| Coal Handling Inf. Dev. &       | CJ31 - Display Project Original Budget | 1     |
| Commuication & Relation Officer | CJ31 - Display Project Original Budget | 1     |
| Community Rel Admin Suppo       | CJ31 - Display Project Original Budget | 1     |
| Contract & Doc. Control O       | CJ31 - Display Project Original Budget | 1     |
| Default position                | CJ31 - Display Project Original Budget | 1     |
| ER & LM Admin Officer           | CJ31 - Display Project Original Budget | 1     |
| External Auditor                | CJ31 - Display Project Original Budget | 1     |
| Finance & Adm General Man       | CJ31 - Display Project Original Budget | 1     |
| Finance Admin                   | CJ31 - Display Project Original Budget | 1     |
| Finance Reporting Officer       | CJ31 - Display Project Original Budget | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Financial & Accounting Su | CJ31 - Display Project Original Budget | 1     |
| Financial Control Departm | CJ31 - Display Project Original Budget | 1     |
| Financial Reporting Manag | CJ31 - Display Project Original Budget | 1     |
| Financial Reporting Offic | CJ31 - Display Project Original Budget | 1     |
| Financial Reporting Senio | CJ31 - Display Project Original Budget | 1     |
| Financial Reporting Super | CJ31 - Display Project Original Budget | 1     |
| Infrastructure Dev. Plan  | CJ31 - Display Project Original Budget | 1     |
| Internal Auditor          | CJ31 - Display Project Original Budget | 1     |
| Managerial Reporting Supe | CJ31 - Display Project Original Budget | 1     |
| MGM_REP                   | CJ31 - Display Project Original Budget | 1     |
| Mgt Reporting & Budget Se | CJ31 - Display Project Original Budget | 1     |
| Planning & Design Eng.    | CJ31 - Display Project Original Budget | 1     |
| Production Administration | CJ31 - Display Project Original Budget | 1     |
| Project Officer           | CJ31 - Display Project Original Budget | 1     |
| SAP Support               | CJ31 - Display Project Original Budget | 1     |
| Supporting Infr. Dev. Sup | CJ31 - Display Project Original Budget | 1     |
| Accounting Officer        | CJ34 - Project Budget Transfer         | 1     |
| Budget & Control Supervis | CJ34 - Project Budget Transfer         | 1     |
| Budget Officer            | CJ34 - Project Budget Transfer         | 1     |
| Finance & Adm General Man | CJ34 - Project Budget Transfer         | 1     |
| Finance Admin             | CJ34 - Project Budget Transfer         | 1     |
| Finance Reporting Officer | CJ34 - Project Budget Transfer         | 1     |
| Financial & Accounting Su | CJ34 - Project Budget Transfer         | 1     |
| Financial Control Departm | CJ34 - Project Budget Transfer         | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Manag | CJ34 - Project Budget Transfer      | 1     |
| Financial Reporting Offic | CJ34 - Project Budget Transfer      | 1     |
| Financial Reporting Super | CJ34 - Project Budget Transfer      | 1     |
| Managerial Reporting Supe | CJ34 - Project Budget Transfer      | 1     |
| MGM_REP                   | CJ34 - Project Budget Transfer      | 1     |
| Mgt Reporting & Budget Se | CJ34 - Project Budget Transfer      | 1     |
| Accounting Officer        | CJ35 - Budget Return from Project   | 1     |
| Budget & Control Supervis | CJ35 - Budget Return from Project   | 1     |
| Budget Officer            | CJ35 - Budget Return from Project   | 1     |
| Finance & Adm General Man | CJ35 - Budget Return from Project   | 1     |
| Finance Admin             | CJ35 - Budget Return from Project   | 1     |
| Finance Reporting Officer | CJ35 - Budget Return from Project   | 1     |
| Financial & Accounting Su | CJ35 - Budget Return from Project   | 1     |
| Financial Control Departm | CJ35 - Budget Return from Project   | 1     |
| Financial Reporting Manag | CJ35 - Budget Return from Project   | 1     |
| Financial Reporting Offic | CJ35 - Budget Return from Project   | 1     |
| Financial Reporting Super | CJ35 - Budget Return from Project   | 1     |
| Managerial Reporting Supe | CJ35 - Budget Return from Project   | 1     |
| MGM_REP                   | CJ35 - Budget Return from Project   | 1     |
| Mgt Reporting & Budget Se | CJ35 - Budget Return from Project   | 1     |
| Accounting Officer        | CJ36 - Budget Supplement to Project | 1     |
| Budget & Control Supervis | CJ36 - Budget Supplement to Project | 1     |
| Budget Officer            | CJ36 - Budget Supplement to Project | 1     |
| Finance & Adm General Man | CJ36 - Budget Supplement to Project | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Finance Admin             | CJ36 - Budget Supplement to Project | 1     |
| Finance Reporting Officer | CJ36 - Budget Supplement to Project | 1     |
| Financial & Accounting Su | CJ36 - Budget Supplement to Project | 1     |
| Financial Control Departm | CJ36 - Budget Supplement to Project | 1     |
| Financial Reporting Manag | CJ36 - Budget Supplement to Project | 1     |
| Financial Reporting Offic | CJ36 - Budget Supplement to Project | 1     |
| Financial Reporting Super | CJ36 - Budget Supplement to Project | 1     |
| Managerial Reporting Supe | CJ36 - Budget Supplement to Project | 1     |
| MGM_REP                   | CJ36 - Budget Supplement to Project | 1     |
| Mgt Reporting & Budget Se | CJ36 - Budget Supplement to Project | 1     |
| Accounting Officer        | CJ37 - Budget Supplement in Project | 1     |
| Budget & Control Supervis | CJ37 - Budget Supplement in Project | 1     |
| Budget Officer            | CJ37 - Budget Supplement in Project | 1     |
| Finance & Adm General Man | CJ37 - Budget Supplement in Project | 1     |
| Finance Admin             | CJ37 - Budget Supplement in Project | 1     |
| Finance Reporting Officer | CJ37 - Budget Supplement in Project | 1     |
| Financial & Accounting Su | CJ37 - Budget Supplement in Project | 1     |
| Financial Control Departm | CJ37 - Budget Supplement in Project | 1     |
| Financial Reporting Manag | CJ37 - Budget Supplement in Project | 1     |
| Financial Reporting Offic | CJ37 - Budget Supplement in Project | 1     |
| Financial Reporting Super | CJ37 - Budget Supplement in Project | 1     |
| Managerial Reporting Supe | CJ37 - Budget Supplement in Project | 1     |
| MGM_REP                   | CJ37 - Budget Supplement in Project | 1     |
| Mgt Reporting & Budget Se | CJ37 - Budget Supplement in Project | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Accounting Officer        | CJ38 - Budget Return in Project | 1     |
| Budget & Control Supervis | CJ38 - Budget Return in Project | 1     |
| Budget Officer            | CJ38 - Budget Return in Project | 1     |
| Finance & Adm General Man | CJ38 - Budget Return in Project | 1     |
| Finance Admin             | CJ38 - Budget Return in Project | 1     |
| Finance Reporting Officer | CJ38 - Budget Return in Project | 1     |
| Financial & Accounting Su | CJ38 - Budget Return in Project | 1     |
| Financial Control Departm | CJ38 - Budget Return in Project | 1     |
| Financial Reporting Manag | CJ38 - Budget Return in Project | 1     |
| Financial Reporting Offic | CJ38 - Budget Return in Project | 1     |
| Financial Reporting Super | CJ38 - Budget Return in Project | 1     |
| Managerial Reporting Supe | CJ38 - Budget Return in Project | 1     |
| MGM_REP                   | CJ38 - Budget Return in Project | 1     |
| Mgt Reporting & Budget Se | CJ38 - Budget Return in Project | 1     |
| Accounting Officer        | CJ3A - Change Budget Document   | 1     |
| Budget & Control Supervis | CJ3A - Change Budget Document   | 1     |
| Budget Officer            | CJ3A - Change Budget Document   | 1     |
| Finance & Adm General Man | CJ3A - Change Budget Document   | 1     |
| Finance Admin             | CJ3A - Change Budget Document   | 1     |
| Finance Reporting Officer | CJ3A - Change Budget Document   | 1     |
| Financial & Accounting Su | CJ3A - Change Budget Document   | 1     |
| Financial Control Departm | CJ3A - Change Budget Document   | 1     |
| Financial Reporting Manag | CJ3A - Change Budget Document   | 1     |
| Financial Reporting Offic | CJ3A - Change Budget Document   | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial Reporting Super | CJ3A - Change Budget Document  | 1     |
| Managerial Reporting Supe | CJ3A - Change Budget Document  | 1     |
| MGM_REP                   | CJ3A - Change Budget Document  | 1     |
| Mgt Reporting & Budget Se | CJ3A - Change Budget Document  | 1     |
| Accounting Officer        | CJ3B - Display Budget Document | 1     |
| Budget & Control Supervis | CJ3B - Display Budget Document | 1     |
| Budget Officer            | CJ3B - Display Budget Document | 1     |
| Finance & Adm General Man | CJ3B - Display Budget Document | 1     |
| Finance Admin             | CJ3B - Display Budget Document | 1     |
| Finance Reporting Officer | CJ3B - Display Budget Document | 1     |
| Financial & Accounting Su | CJ3B - Display Budget Document | 1     |
| Financial Control Departm | CJ3B - Display Budget Document | 1     |
| Financial Reporting Manag | CJ3B - Display Budget Document | 1     |
| Financial Reporting Offic | CJ3B - Display Budget Document | 1     |
| Financial Reporting Super | CJ3B - Display Budget Document | 1     |
| Managerial Reporting Supe | CJ3B - Display Budget Document | 1     |
| MGM_REP                   | CJ3B - Display Budget Document | 1     |
| Mgt Reporting & Budget Se | CJ3B - Display Budget Document | 1     |
| SAP Support               | CJ3B - Display Budget Document | 1     |
| External Auditor          | CJ41 - Display Project Plan    | 1     |
| Finance Reporting Officer | CJ41 - Display Project Plan    | 1     |
| Financial Reporting Manag | CJ41 - Display Project Plan    | 1     |
| Financial Reporting Offic | CJ41 - Display Project Plan    | 1     |
| Financial Reporting Senio | CJ41 - Display Project Plan    | 1     |

| HR Position                     | Code Matrix                                    | Count |
|---------------------------------|--|-------|
| Internal Auditor                | CJ41 - Display Project Plan                    | 1     |
| SAP Support                     | CJ41 - Display Project Plan                    | 1     |
| Accounting Administrator        | CJ88 - Settle Projects and Networks            | 1     |
| Accounting Officer              | CJ88 - Settle Projects and Networks            | 1     |
| Finance Admin                   | CJ88 - Settle Projects and Networks            | 1     |
| Financial & Accounting Su       | CJ88 - Settle Projects and Networks            | 1     |
| Financial Control Departm       | CJ88 - Settle Projects and Networks            | 1     |
| Financial Reporting Manag       | CJ88 - Settle Projects and Networks            | 1     |
| Financial Reporting Super       | CJ88 - Settle Projects and Networks            | 1     |
| Gen. Accounting Superviso       | CJ88 - Settle Projects and Networks            | 1     |
| Accounting Administrator        | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Accounting Officer              | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Finance Admin                   | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Financial & Accounting Su       | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Financial Control Departm       | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Financial Reporting Manag       | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Financial Reporting Super       | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Gen. Accounting Superviso       | CJ8G - Actual Settlement:<br>Projects/Networks | 1     |
| Administration Staff            | CJ91 - Create Standard WBS                     | 1     |
| Commuication & Relation Officer | CJ91 - Create Standard WBS                     | 1     |
| Community Rel Admin Suppo       | CJ91 - Create Standard WBS                     | 1     |
| Contract & Doc. Control O       | CJ91 - Create Standard WBS                     | 1     |
| Default position                | CJ91 - Create Standard WBS                     | 1     |
| ER & LM Admin Officer           | CJ91 - Create Standard WBS                     | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| Infrastructure Dev. Plan        | CJ91 - Create Standard WBS  | 1     |
| Planning & Design Eng.          | CJ91 - Create Standard WBS  | 1     |
| Production Administration       | CJ91 - Create Standard WBS  | 1     |
| Project Officer                 | CJ91 - Create Standard WBS  | 1     |
| SAP Support                     | CJ91 - Create Standard WBS  | 1     |
| Supporting Infr. Dev. Sup       | CJ91 - Create Standard WBS  | 1     |
| Administration Staff            | CJ92 - Change Standard WBS  | 1     |
| Coal Handling Inf. Dev. &       | CJ92 - Change Standard WBS  | 1     |
| Commuication & Relation Officer | CJ92 - Change Standard WBS  | 1     |
| Community Rel Admin Suppo       | CJ92 - Change Standard WBS  | 1     |
| Contract & Doc. Control O       | CJ92 - Change Standard WBS  | 1     |
| Default position                | CJ92 - Change Standard WBS  | 1     |
| ER & LM Admin Officer           | CJ92 - Change Standard WBS  | 1     |
| Infrastructure Dev. Plan        | CJ92 - Change Standard WBS  | 1     |
| Planning & Design Eng.          | CJ92 - Change Standard WBS  | 1     |
| Production Administration       | CJ92 - Change Standard WBS  | 1     |
| Project Officer                 | CJ92 - Change Standard WBS  | 1     |
| SAP Support                     | CJ92 - Change Standard WBS  | 1     |
| Supporting Infr. Dev. Sup       | CJ92 - Change Standard WBS  | 1     |
| Administration Staff            | CJ93 - Display Standard WBS | 1     |
| Coal Handling Inf. Dev. &       | CJ93 - Display Standard WBS | 1     |
| Commuication & Relation Officer | CJ93 - Display Standard WBS | 1     |
| Community Rel Admin Suppo       | CJ93 - Display Standard WBS | 1     |
| Contract & Doc. Control O       | CJ93 - Display Standard WBS | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Default position          | CJ93 - Display Standard WBS                    | 1     |
| ER & LM Admin Officer     | CJ93 - Display Standard WBS                    | 1     |
| Infrastructure Dev. Plan  | CJ93 - Display Standard WBS                    | 1     |
| Planning & Design Eng.    | CJ93 - Display Standard WBS                    | 1     |
| Production Administration | CJ93 - Display Standard WBS                    | 1     |
| Project Officer           | CJ93 - Display Standard WBS                    | 1     |
| SAP Support               | CJ93 - Display Standard WBS                    | 1     |
| Supporting Infr. Dev. Sup | CJ93 - Display Standard WBS                    | 1     |
| Accounting Officer        | CJBV - Activate Project Availabilty<br>Control | 1     |
| Budget & Control Supervis | CJBV - Activate Project Availabilty<br>Control | 1     |
| Budget Officer            | CJBV - Activate Project Availabilty<br>Control | 1     |
| Finance & Adm General Man | CJBV - Activate Project Availabilty<br>Control | 1     |
| Finance Admin             | CJBV - Activate Project Availabilty<br>Control | 1     |
| Finance Reporting Officer | CJBV - Activate Project Availabilty<br>Control | 1     |
| Financial & Accounting Su | CJBV - Activate Project Availabilty<br>Control | 1     |
| Financial Control Departm | CJBV - Activate Project Availabilty<br>Control | 1     |
| Financial Reporting Manag | CJBV - Activate Project Availabilty<br>Control | 1     |
| Financial Reporting Offic | CJBV - Activate Project Availabilty<br>Control | 1     |
| Financial Reporting Super | CJBV - Activate Project Availabilty<br>Control | 1     |
| Managerial Reporting Supe | CJBV - Activate Project Availabilty<br>Control | 1     |
| MGM_REP                   | CJBV - Activate Project Availabilty<br>Control | 1     |
| Mgt Reporting & Budget Se | CJBV - Activate Project Availabilty<br>Control | 1     |
| Accounting Officer        | CJBW - Deactivate Project Availabilty<br>Cntrl | 1     |
| Budget & Control Supervis | CJBW - Deactivate Project Availabilty<br>Cntrl | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Budget Officer            | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| Finance Admin             | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| Finance Reporting Officer | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| Financial & Accounting Su | CJBW - Deactivate Project Availability<br>Cntrl | 1     |
| Financial Control Departm | CJBW - Deactivate Project Availability<br>Cntrl | 1     |
| Financial Reporting Manag | CJBW - Deactivate Project Availability<br>Cntrl | 1     |
| Financial Reporting Offic | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| Financial Reporting Super | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| Managerial Reporting Supe | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| MGM_REP                   | CJBW - Deactivate Project Availabilty<br>Cntrl  | 1     |
| Finance & Adm General Man | CJCF - Carry Forward Project<br>Commitments     | 1     |
| Mgt Reporting & Budget Se | CJCF - Carry Forward Project<br>Commitments     | 1     |
| Finance & Adm General Man | CJCO - Carry Forward Project Budget             | 1     |
| Mgt Reporting & Budget Se | CJCO - Carry Forward Project Budget             | 1     |
| Accounting Manager        | CJE0 - Run Hierarchy Report                     | 1     |
| Accounting Officer        | CJE0 - Run Hierarchy Report                     | 1     |
| AP & AR Control Superviso | CJE0 - Run Hierarchy Report                     | 1     |
| Finance Admin             | CJE0 - Run Hierarchy Report                     | 1     |
| Finance Rep. & Analyst Ma | CJE0 - Run Hierarchy Report                     | 1     |
| Finance Reporting Officer | CJE0 - Run Hierarchy Report                     | 1     |
| Financial & Accounting Su | CJE0 - Run Hierarchy Report                     | 1     |
| Financial Control Departm | CJE0 - Run Hierarchy Report                     | 1     |
| Financial Reporting Manag | CJE0 - Run Hierarchy Report                     | 1     |
| Financial Reporting Offic | CJE0 - Run Hierarchy Report                     | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Financial Reporting Senio       | CJE0 - Run Hierarchy Report           | 1     |
| Financial Reporting Super       | CJE0 - Run Hierarchy Report           | 1     |
| President Director              | CJE0 - Run Hierarchy Report           | 1     |
| Accounting Administrator        | CJI3 - Project Actual Cost Line Items | 1     |
| Accounting Officer              | CJI3 - Project Actual Cost Line Items | 1     |
| Administration Staff            | CJI3 - Project Actual Cost Line Items | 1     |
| Asset Officer                   | CJI3 - Project Actual Cost Line Items | 1     |
| Budget & Control Supervis       | CJI3 - Project Actual Cost Line Items | 1     |
| Budget Officer                  | CJI3 - Project Actual Cost Line Items | 1     |
| Building & General Asset        | CJI3 - Project Actual Cost Line Items | 1     |
| Commuication & Relation Officer | CJI3 - Project Actual Cost Line Items | 1     |
| Community Rel Admin Suppo       | CJI3 - Project Actual Cost Line Items | 1     |
| Contract & Doc. Control O       | CJI3 - Project Actual Cost Line Items | 1     |
| Default position                | CJI3 - Project Actual Cost Line Items | 1     |
| ER & LM Admin Officer           | CJI3 - Project Actual Cost Line Items | 1     |
| External Auditor                | CJI3 - Project Actual Cost Line Items | 1     |
| Finance & Adm General Man       | CJI3 - Project Actual Cost Line Items | 1     |
| Finance Admin                   | CJI3 - Project Actual Cost Line Items | 1     |
| Finance Reporting Officer       | CJI3 - Project Actual Cost Line Items | 1     |
| Financial & Accounting Su       | CJI3 - Project Actual Cost Line Items | 1     |
| Financial Control Departm       | CJI3 - Project Actual Cost Line Items | 1     |
| Financial Reporting Manag       | CJI3 - Project Actual Cost Line Items | 1     |
| Financial Reporting Offic       | CJI3 - Project Actual Cost Line Items | 1     |
| Financial Reporting Senio       | CJI3 - Project Actual Cost Line Items | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Financial Reporting Super       | CJI3 - Project Actual Cost Line Items | 1     |
| Gen. Accounting Superviso       | CJI3 - Project Actual Cost Line Items | 1     |
| Infrastructure Dev. Plan        | CJI3 - Project Actual Cost Line Items | 1     |
| Internal Auditor                | CJI3 - Project Actual Cost Line Items | 1     |
| Managerial Reporting Supe       | CJI3 - Project Actual Cost Line Items | 1     |
| MGM_REP                         | CJI3 - Project Actual Cost Line Items | 1     |
| Mgt Reporting & Budget Se       | CJI3 - Project Actual Cost Line Items | 1     |
| Planning & Design Eng.          | CJI3 - Project Actual Cost Line Items | 1     |
| Production Administration       | CJI3 - Project Actual Cost Line Items | 1     |
| Project Officer                 | CJI3 - Project Actual Cost Line Items | 1     |
| SAP Support                     | CJI3 - Project Actual Cost Line Items | 1     |
| Supporting Infr. Dev. Sup       | CJI3 - Project Actual Cost Line Items | 1     |
| Accounting Officer              | CJI5 - Project Commitment Line Items  | 1     |
| Administration Staff            | CJI5 - Project Commitment Line Items  | 1     |
| Budget & Control Supervis       | CJI5 - Project Commitment Line Items  | 1     |
| Budget Officer                  | CJI5 - Project Commitment Line Items  | 1     |
| Commuication & Relation Officer | CJI5 - Project Commitment Line Items  | 1     |
| Community Rel Admin Suppo       | CJI5 - Project Commitment Line Items  | 1     |
| Contract & Doc. Control O       | CJI5 - Project Commitment Line Items  | 1     |
| Default position                | CJI5 - Project Commitment Line Items  | 1     |
| ER & LM Admin Officer           | CJI5 - Project Commitment Line Items  | 1     |
| External Auditor                | CJI5 - Project Commitment Line Items  | 1     |
| Finance & Adm General Man       | CJI5 - Project Commitment Line Items  | 1     |
| Finance Admin                   | CJI5 - Project Commitment Line Items  | 1     |

| HR Position                     | Code Matrix                          | Count |
|---------------------------------|--------------------------------------|-------|
| Finance Reporting Officer       | CJI5 - Project Commitment Line Items | 1     |
| Financial & Accounting Su       | CJI5 - Project Commitment Line Items | 1     |
| Financial Control Departm       | CJI5 - Project Commitment Line Items | 1     |
| Financial Reporting Manag       | CJI5 - Project Commitment Line Items | 1     |
| Financial Reporting Offic       | CJI5 - Project Commitment Line Items | 1     |
| Financial Reporting Senio       | CJI5 - Project Commitment Line Items | 1     |
| Financial Reporting Super       | CJI5 - Project Commitment Line Items | 1     |
| Infrastructure Dev. Plan        | CJI5 - Project Commitment Line Items | 1     |
| Internal Auditor                | CJI5 - Project Commitment Line Items | 1     |
| Managerial Reporting Supe       | CJI5 - Project Commitment Line Items | 1     |
| MGM_REP                         | CJI5 - Project Commitment Line Items | 1     |
| Mgt Reporting & Budget Se       | CJI5 - Project Commitment Line Items | 1     |
| Planning & Design Eng.          | CJI5 - Project Commitment Line Items | 1     |
| Production Administration       | CJI5 - Project Commitment Line Items | 1     |
| Project Officer                 | CJI5 - Project Commitment Line Items | 1     |
| SAP Support                     | CJI5 - Project Commitment Line Items | 1     |
| Supporting Infr. Dev. Sup       | CJI5 - Project Commitment Line Items | 1     |
| Accounting Officer              | CJI8 - Project Budget Line Items     | 1     |
| Administration Staff            | CJI8 - Project Budget Line Items     | 1     |
| Budget & Control Supervis       | CJI8 - Project Budget Line Items     | 1     |
| Budget Officer                  | CJI8 - Project Budget Line Items     | 1     |
| Coal Handling Inf. Dev. &       | CJI8 - Project Budget Line Items     | 1     |
| Commuication & Relation Officer | CJI8 - Project Budget Line Items     | 1     |
| Community Rel Admin Suppo       | CJI8 - Project Budget Line Items     | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Contract & Doc. Control O | CJI8 - Project Budget Line Items           | 1     |
| Default position          | CJI8 - Project Budget Line Items           | 1     |
| ER & LM Admin Officer     | CJI8 - Project Budget Line Items           | 1     |
| External Auditor          | CJI8 - Project Budget Line Items           | 1     |
| Finance & Adm General Man | CJI8 - Project Budget Line Items           | 1     |
| Finance Admin             | CJI8 - Project Budget Line Items           | 1     |
| Finance Reporting Officer | CJI8 - Project Budget Line Items           | 1     |
| Financial & Accounting Su | CJI8 - Project Budget Line Items           | 1     |
| Financial Control Departm | CJI8 - Project Budget Line Items           | 1     |
| Financial Reporting Manag | CJI8 - Project Budget Line Items           | 1     |
| Financial Reporting Offic | CJI8 - Project Budget Line Items           | 1     |
| Financial Reporting Senio | CJI8 - Project Budget Line Items           | 1     |
| Financial Reporting Super | CJI8 - Project Budget Line Items           | 1     |
| Infrastructure Dev. Plan  | CJI8 - Project Budget Line Items           | 1     |
| Internal Auditor          | CJI8 - Project Budget Line Items           | 1     |
| Managerial Reporting Supe | CJI8 - Project Budget Line Items           | 1     |
| MGM_REP                   | CJI8 - Project Budget Line Items           | 1     |
| Mgt Reporting & Budget Se | CJI8 - Project Budget Line Items           | 1     |
| Planning & Design Eng.    | CJI8 - Project Budget Line Items           | 1     |
| Production Administration | CJI8 - Project Budget Line Items           | 1     |
| Project Officer           | CJI8 - Project Budget Line Items           | 1     |
| SAP Support               | CJI8 - Project Budget Line Items           | 1     |
| Supporting Infr. Dev. Sup | CJI8 - Project Budget Line Items           | 1     |
| External Auditor          | CJIF - Projects: Profitability Analysis LI | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | CJIF - Projects: Profitability Analysis LI | 1     |
| Financial Reporting Manag | CJIF - Projects: Profitability Analysis LI | 1     |
| Financial Reporting Offic | CJIF - Projects: Profitability Analysis LI | 1     |
| Financial Reporting Senio | CJIF - Projects: Profitability Analysis LI | 1     |
| Internal Auditor          | CJIF - Projects: Profitability Analysis LI | 1     |
| SAP Support               | CJIF - Projects: Profitability Analysis LI | 1     |
| Accounting Officer        | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Budget & Control Supervis | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Budget Officer            | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Finance & Adm General Man | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Finance Admin             | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Finance Reporting Officer | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Financial & Accounting Su | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Financial Control Departm | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Financial Reporting Manag | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Financial Reporting Offic | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Financial Reporting Super | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Managerial Reporting Supe | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| MGM_REP                   | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Mgt Reporting & Budget Se | CJR2 - PS: Change plan CElem/Activ. input  | 1     |
| Accounting Officer        | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Budget & Control Supervis | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Budget Officer            | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Finance & Adm General Man | CJR3 - PS: Display plan CElem/Activ. input | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Admin             | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Finance Reporting Officer | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Financial & Accounting Su | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Financial Control Departm | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Financial Reporting Manag | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Financial Reporting Offic | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Financial Reporting Super | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Managerial Reporting Supe | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| MGM_REP                   | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Mgt Reporting & Budget Se | CJR3 - PS: Display plan CElem/Activ. input | 1     |
| Accounting Administrator  | CK11N - Create Material Cost Estimate      | 1     |
| Accounting Manager        | CK11N - Create Material Cost Estimate      | 1     |
| Accounting Officer        | CK11N - Create Material Cost Estimate      | 1     |
| AP & AR Control Superviso | CK11N - Create Material Cost Estimate      | 1     |
| Budget & Control Supervis | CK11N - Create Material Cost Estimate      | 1     |
| Budget Officer            | CK11N - Create Material Cost Estimate      | 1     |
| Finance & Adm General Man | CK11N - Create Material Cost Estimate      | 1     |
| Finance Admin             | CK11N - Create Material Cost Estimate      | 1     |
| Finance Rep. & Analyst Ma | CK11N - Create Material Cost Estimate      | 1     |
| Finance Reporting Officer | CK11N - Create Material Cost Estimate      | 1     |
| Financial & Accounting Su | CK11N - Create Material Cost Estimate      | 1     |
| Financial Control Departm | CK11N - Create Material Cost Estimate      | 1     |
| Financial Reporting Manag | CK11N - Create Material Cost Estimate      | 1     |
| Financial Reporting Offic | CK11N - Create Material Cost Estimate      | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | CK11N - Create Material Cost Estimate  | 1     |
| Financial Reporting Super | CK11N - Create Material Cost Estimate  | 1     |
| Gen. Accounting Superviso | CK11N - Create Material Cost Estimate  | 1     |
| Managerial Reporting Supe | CK11N - Create Material Cost Estimate  | 1     |
| MGM_REP                   | CK11N - Create Material Cost Estimate  | 1     |
| Mgt Reporting & Budget Se | CK11N - Create Material Cost Estimate  | 1     |
| President Director        | CK11N - Create Material Cost Estimate  | 1     |
| SAP Support               | CK11N - Create Material Cost Estimate  | 1     |
| Accounting Administrator  | CK13N - Display Material Cost Estimate | 1     |
| Accounting Manager        | CK13N - Display Material Cost Estimate | 1     |
| Accounting Officer        | CK13N - Display Material Cost Estimate | 1     |
| AP & AR Control Superviso | CK13N - Display Material Cost Estimate | 1     |
| Budget & Control Supervis | CK13N - Display Material Cost Estimate | 1     |
| Budget Officer            | CK13N - Display Material Cost Estimate | 1     |
| Finance & Adm General Man | CK13N - Display Material Cost Estimate | 1     |
| Finance Admin             | CK13N - Display Material Cost Estimate | 1     |
| Finance Rep. & Analyst Ma | CK13N - Display Material Cost Estimate | 1     |
| Finance Reporting Officer | CK13N - Display Material Cost Estimate | 1     |
| Financial & Accounting Su | CK13N - Display Material Cost Estimate | 1     |
| Financial Control Departm | CK13N - Display Material Cost Estimate | 1     |
| Financial Reporting Manag | CK13N - Display Material Cost Estimate | 1     |
| Financial Reporting Offic | CK13N - Display Material Cost Estimate | 1     |
| Financial Reporting Senio | CK13N - Display Material Cost Estimate | 1     |
| Financial Reporting Super | CK13N - Display Material Cost Estimate | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Gen. Accounting Superviso | CK13N - Display Material Cost Estimate | 1     |
| Managerial Reporting Supe | CK13N - Display Material Cost Estimate | 1     |
| MGM_REP                   | CK13N - Display Material Cost Estimate | 1     |
| Mgt Reporting & Budget Se | CK13N - Display Material Cost Estimate | 1     |
| President Director        | CK13N - Display Material Cost Estimate | 1     |
| Accounting Administrator  | CK24 - Price Update with Cost Estimate | 1     |
| Accounting Manager        | CK24 - Price Update with Cost Estimate | 1     |
| Accounting Officer        | CK24 - Price Update with Cost Estimate | 1     |
| AP & AR Control Superviso | CK24 - Price Update with Cost Estimate | 1     |
| Budget & Control Supervis | CK24 - Price Update with Cost Estimate | 1     |
| Budget Officer            | CK24 - Price Update with Cost Estimate | 1     |
| Finance & Adm General Man | CK24 - Price Update with Cost Estimate | 1     |
| Finance Admin             | CK24 - Price Update with Cost Estimate | 1     |
| Finance Rep. & Analyst Ma | CK24 - Price Update with Cost Estimate | 1     |
| Finance Reporting Officer | CK24 - Price Update with Cost Estimate | 1     |
| Financial & Accounting Su | CK24 - Price Update with Cost Estimate | 1     |
| Financial Control Departm | CK24 - Price Update with Cost Estimate | 1     |
| Financial Reporting Manag | CK24 - Price Update with Cost Estimate | 1     |
| Financial Reporting Offic | CK24 - Price Update with Cost Estimate | 1     |
| Financial Reporting Senio | CK24 - Price Update with Cost Estimate | 1     |
| Financial Reporting Super | CK24 - Price Update with Cost Estimate | 1     |
| Gen. Accounting Superviso | CK24 - Price Update with Cost Estimate | 1     |
| Managerial Reporting Supe | CK24 - Price Update with Cost Estimate | 1     |
| MGM_REP                   | CK24 - Price Update with Cost Estimate | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | CK24 - Price Update with Cost Estimate | 1     |
| President Director        | CK24 - Price Update with Cost Estimate | 1     |
| Accounting Administrator  | CK40N - Edit Costing Run               | 1     |
| Accounting Manager        | CK40N - Edit Costing Run               | 1     |
| Accounting Officer        | CK40N - Edit Costing Run               | 1     |
| AP & AR Control Superviso | CK40N - Edit Costing Run               | 1     |
| Budget & Control Supervis | CK40N - Edit Costing Run               | 1     |
| Budget Officer            | CK40N - Edit Costing Run               | 1     |
| Finance & Adm General Man | CK40N - Edit Costing Run               | 1     |
| Finance Admin             | CK40N - Edit Costing Run               | 1     |
| Finance Rep. & Analyst Ma | CK40N - Edit Costing Run               | 1     |
| Finance Reporting Officer | CK40N - Edit Costing Run               | 1     |
| Financial & Accounting Su | CK40N - Edit Costing Run               | 1     |
| Financial Control Departm | CK40N - Edit Costing Run               | 1     |
| Financial Reporting Manag | CK40N - Edit Costing Run               | 1     |
| Financial Reporting Offic | CK40N - Edit Costing Run               | 1     |
| Financial Reporting Senio | CK40N - Edit Costing Run               | 1     |
| Financial Reporting Super | CK40N - Edit Costing Run               | 1     |
| Gen. Accounting Superviso | CK40N - Edit Costing Run               | 1     |
| Managerial Reporting Supe | CK40N - Edit Costing Run               | 1     |
| MGM_REP                   | CK40N - Edit Costing Run               | 1     |
| Mgt Reporting & Budget Se | CK40N - Edit Costing Run               | 1     |
| President Director        | CK40N - Edit Costing Run               | 1     |
| External Auditor          | CK86_99 - Material: Multilevel BOM     | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | CK86_99 - Material: Multilevel BOM        | 1     |
| Financial Reporting Manag | CK86_99 - Material: Multilevel BOM        | 1     |
| Financial Reporting Offic | CK86_99 - Material: Multilevel BOM        | 1     |
| Financial Reporting Senio | CK86_99 - Material: Multilevel BOM        | 1     |
| Internal Auditor          | CK86_99 - Material: Multilevel BOM        | 1     |
| SAP Support               | CK86_99 - Material: Multilevel BOM        | 1     |
| External Auditor          | CKM3 - Material Price Analysis            | 1     |
| Finance Reporting Officer | CKM3 - Material Price Analysis            | 1     |
| Financial Reporting Manag | CKM3 - Material Price Analysis            | 1     |
| Financial Reporting Offic | CKM3 - Material Price Analysis            | 1     |
| Financial Reporting Senio | CKM3 - Material Price Analysis            | 1     |
| Internal Auditor          | CKM3 - Material Price Analysis            | 1     |
| SAP Support               | CKM3 - Material Price Analysis            | 1     |
| Accounting Administrator  | CKMPCD - Display Price Change<br>Document | 1     |
| Accounting Manager        | CKMPCD - Display Price Change<br>Document | 1     |
| Accounting Officer        | CKMPCD - Display Price Change<br>Document | 1     |
| AP & AR Control Superviso | CKMPCD - Display Price Change Document    | 1     |
| Budget & Control Supervis | CKMPCD - Display Price Change Document    | 1     |
| Budget Officer            | CKMPCD - Display Price Change<br>Document | 1     |
| External Auditor          | CKMPCD - Display Price Change<br>Document | 1     |
| Finance & Adm General Man | CKMPCD - Display Price Change<br>Document | 1     |
| Finance Admin             | CKMPCD - Display Price Change<br>Document | 1     |
| Finance Rep. & Analyst Ma | CKMPCD - Display Price Change<br>Document | 1     |
| Finance Reporting Officer | CKMPCD - Display Price Change<br>Document | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial & Accounting Su | CKMPCD - Display Price Change<br>Document            | 1     |
| Financial Control Departm | CKMPCD - Display Price Change<br>Document            | 1     |
| Financial Reporting Manag | CKMPCD - Display Price Change Document               | 1     |
| Financial Reporting Offic | CKMPCD - Display Price Change Document               | 1     |
| Financial Reporting Senio | CKMPCD - Display Price Change Document               | 1     |
| Financial Reporting Super | CKMPCD - Display Price Change Document               | 1     |
| Gen. Accounting Superviso | CKMPCD - Display Price Change Document               | 1     |
| Internal Auditor          | CKMPCD - Display Price Change<br>Document            | 1     |
| Managerial Reporting Supe | CKMPCD - Display Price Change Document               | 1     |
| MGM_REP                   | CKMPCD - Display Price Change Document               | 1     |
| Mgt Reporting & Budget Se | CKMPCD - Display Price Change Document               | 1     |
| President Director        | CKMPCD - Display Price Change Document               | 1     |
| SAP Support               | CKMPCD - Display Price Change Document               | 1     |
| External Auditor          | CKMPCSEARCH - Price Change Documents for Material    | 1     |
| Finance Reporting Officer | CKMPCSEARCH - Price Change Documents for Material    | 1     |
| Financial Reporting Manag | CKMPCSEARCH - Price Change Documents for Material    | 1     |
| Financial Reporting Offic | CKMPCSEARCH - Price Change Documents for Material    | 1     |
| Financial Reporting Senio | CKMPCSEARCH - Price Change Documents for Material    | 1     |
| Internal Auditor          | CKMPCSEARCH - Price Change<br>Documents for Material | 1     |
| SAP Support               | CKMPCSEARCH - Price Change<br>Documents for Material | 1     |
| External Auditor          | CKMTOPPRICEDIF - Mat. with Highest MAP Difference    | 1     |
| Finance Reporting Officer | CKMTOPPRICEDIF - Mat. with Highest MAP Difference    | 1     |
| Financial Reporting Manag | CKMTOPPRICEDIF - Mat. with Highest MAP Difference    | 1     |
| Financial Reporting Offic | CKMTOPPRICEDIF - Mat. with Highest MAP Difference    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | CKMTOPPRICEDIF - Mat. with Highest MAP Difference        | 1     |
| Internal Auditor          | CKMTOPPRICEDIF - Mat. with Highest MAP Difference        | 1     |
| SAP Support               | CKMTOPPRICEDIF - Mat. with Highest MAP Difference        | 1     |
| External Auditor          | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| Finance Reporting Officer | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| Financial Reporting Manag | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| Financial Reporting Offic | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| Financial Reporting Senio | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| Internal Auditor          | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| SAP Support               | CKMTOPSTOCKVAL - Materials w/<br>Highest Inventory Value | 1     |
| Accounting Administrator  | CKR1 - Reorganization in Product Costing                 | 1     |
| Accounting Manager        | CKR1 - Reorganization in Product Costing                 | 1     |
| Accounting Officer        | CKR1 - Reorganization in Product Costing                 | 1     |
| AP & AR Control Superviso | CKR1 - Reorganization in Product Costing                 | 1     |
| Budget & Control Supervis | CKR1 - Reorganization in Product Costing                 | 1     |
| Budget Officer            | CKR1 - Reorganization in Product Costing                 | 1     |
| Finance & Adm General Man | CKR1 - Reorganization in Product Costing                 | 1     |
| Finance Admin             | CKR1 - Reorganization in Product Costing                 | 1     |
| Finance Rep. & Analyst Ma | CKR1 - Reorganization in Product Costing                 | 1     |
| Finance Reporting Officer | CKR1 - Reorganization in Product Costing                 | 1     |
| Financial & Accounting Su | CKR1 - Reorganization in Product Costing                 | 1     |
| Financial Control Departm | CKR1 - Reorganization in Product Costing                 | 1     |
| Financial Reporting Manag | CKR1 - Reorganization in Product Costing                 | 1     |
| Financial Reporting Offic | CKR1 - Reorganization in Product Costing                 | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | CKR1 - Reorganization in Product Costing | 1     |
| Financial Reporting Super | CKR1 - Reorganization in Product Costing | 1     |
| Gen. Accounting Superviso | CKR1 - Reorganization in Product Costing | 1     |
| Managerial Reporting Supe | CKR1 - Reorganization in Product Costing | 1     |
| MGM_REP                   | CKR1 - Reorganization in Product Costing | 1     |
| Mgt Reporting & Budget Se | CKR1 - Reorganization in Product Costing | 1     |
| President Director        | CKR1 - Reorganization in Product Costing | 1     |
| Asset Officer             | CL02 - Classes                           | 1     |
| Building & General Asset  | CL02 - Classes                           | 1     |
| Elect. P & C Engineer     | CL02 - Classes                           | 1     |
| Electrical Supervisor     | CL02 - Classes                           | 1     |
| Engineering Manager       | CL02 - Classes                           | 1     |
| Mech & Elect Superintende | CL02 - Classes                           | 1     |
| Mech. P & C Engineer      | CL02 - Classes                           | 1     |
| Mechanical Supervisor     | CL02 - Classes                           | 1     |
| P&C Superintendent        | CL02 - Classes                           | 1     |
| Plant Maintenance Officer | CL02 - Classes                           | 1     |
| PQDC Officer              | CL02 - Classes                           | 1     |
| SAP Support               | CL02 - Classes                           | 1     |
| SAP Support               | CL03 - Display Class                     | 1     |
| SAP Support               | CL24N - Class Assignments                | 1     |
| PQDC Officer              | CL2A - Classification Status             | 1     |
| SAP Support               | CL30N - Find Objects in Classes          | 1     |
| Asset Officer             | CL6AN - Class List (ALV)                 | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Building & General Asset  | CL6AN - Class List (ALV)                  | 1     |
| Elect. P & C Engineer     | CL6AN - Class List (ALV)                  | 1     |
| Engineering Manager       | CL6AN - Class List (ALV)                  | 1     |
| Mech & Elect Superintende | CL6AN - Class List (ALV)                  | 1     |
| Mech. P & C Engineer      | CL6AN - Class List (ALV)                  | 1     |
| P&C Superintendent        | CL6AN - Class List (ALV)                  | 1     |
| PQDC Officer              | CL6AN - Class List (ALV)                  | 1     |
| PQDC Officer              | CL6BN - Object List (ALV)                 | 1     |
| Asset Officer             | CL6C - Class Hierarchy                    | 1     |
| Building & General Asset  | CL6C - Class Hierarchy                    | 1     |
| Elect. P & C Engineer     | CL6C - Class Hierarchy                    | 1     |
| Engineering Manager       | CL6C - Class Hierarchy                    | 1     |
| Mech & Elect Superintende | CL6C - Class Hierarchy                    | 1     |
| Mech. P & C Engineer      | CL6C - Class Hierarchy                    | 1     |
| P&C Superintendent        | CL6C - Class Hierarchy                    | 1     |
| PQDC Officer              | CL6C - Class Hierarchy                    | 1     |
| PQDC Officer              | CL6D - Classes Without Superior Class     | 1     |
| PQDC Officer              | CL6O - Plus-Minus Object Display          | 1     |
| PQDC Officer              | CLHP - Graphical Hierarchy<br>Maintenance | 1     |
| External Auditor          | CLM3 - Display Claim                      | 1     |
| Finance Reporting Officer | CLM3 - Display Claim                      | 1     |
| Financial Reporting Manag | CLM3 - Display Claim                      | 1     |
| Financial Reporting Offic | CLM3 - Display Claim                      | 1     |
| Financial Reporting Senio | CLM3 - Display Claim                      | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Internal Auditor          | CLM3 - Display Claim                       | 1     |
| SAP Support               | CLM3 - Display Claim                       | 1     |
| Asset Officer             | CM01 - Cap. planning, work center load     | 1     |
| Building & General Asset  | CM01 - Cap. planning, work center load     | 1     |
| Elect. P & C Engineer     | CM01 - Cap. planning, work center load     | 1     |
| Engineering Manager       | CM01 - Cap. planning, work center load     | 1     |
| Mech & Elect Superintende | CM01 - Cap. planning, work center load     | 1     |
| Mech. P & C Engineer      | CM01 - Cap. planning, work center load     | 1     |
| P&C Superintendent        | CM01 - Cap. planning, work center load     | 1     |
| Asset Officer             | CM05 - Capacity plan.:Work center overload | 1     |
| Building & General Asset  | CM05 - Capacity plan.:Work center overload | 1     |
| Elect. P & C Engineer     | CM05 - Capacity plan.:Work center overload | 1     |
| Electrical Supervisor     | CM05 - Capacity plan.:Work center overload | 1     |
| Engineering Manager       | CM05 - Capacity plan.:Work center overload | 1     |
| Mech & Elect Superintende | CM05 - Capacity plan.:Work center overload | 1     |
| Mech. P & C Engineer      | CM05 - Capacity plan.:Work center overload | 1     |
| Mechanical Supervisor     | CM05 - Capacity plan.:Work center overload | 1     |
| P&C Superintendent        | CM05 - Capacity plan.:Work center overload | 1     |
| Plant Maintenance Officer | CM05 - Capacity plan.:Work center overload | 1     |
| Asset Officer             | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Building & General Asset  | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Elect. P & C Engineer     | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Electrical Supervisor     | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Engineering Manager       | CM55 - Cap.leveling: PS list WCntr/version | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Mech & Elect Superintende       | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Mech. P & C Engineer            | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Mechanical Supervisor           | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| P&C Superintendent              | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| Plant Maintenance Officer       | CM55 - Cap.leveling: PS list WCntr/version | 1     |
| External Auditor                | CMOD - Enhancements                        | 1     |
| Finance Reporting Officer       | CMOD - Enhancements                        | 1     |
| Financial Reporting Manag       | CMOD - Enhancements                        | 1     |
| Financial Reporting Offic       | CMOD - Enhancements                        | 1     |
| Financial Reporting Senio       | CMOD - Enhancements                        | 1     |
| Internal Auditor                | CMOD - Enhancements                        | 1     |
| SAP Support                     | CMOD - Enhancements                        | 1     |
| Administration Staff            | CN01 - Create Standard Network             | 1     |
| Asset Officer                   | CN01 - Create Standard Network             | 1     |
| Building & General Asset        | CN01 - Create Standard Network             | 1     |
| Commuication & Relation Officer | CN01 - Create Standard Network             | 1     |
| Community Rel Admin Suppo       | CN01 - Create Standard Network             | 1     |
| Contract & Doc. Control O       | CN01 - Create Standard Network             | 1     |
| Default position                | CN01 - Create Standard Network             | 1     |
| ER & LM Admin Officer           | CN01 - Create Standard Network             | 1     |
| Finance & Adm General Man       | CN01 - Create Standard Network             | 1     |
| Infrastructure Dev. Plan        | CN01 - Create Standard Network             | 1     |
| Mech & Elect Superintende       | CN01 - Create Standard Network             | 1     |
| Mgt Reporting & Budget Se       | CN01 - Create Standard Network             | 1     |

| HR Position                     | Code Matrix                    | Count |
|---------------------------------|--------------------------------|-------|
| P&C Superintendent              | CN01 - Create Standard Network | 1     |
| Planning & Design Eng.          | CN01 - Create Standard Network | 1     |
| Production Administration       | CN01 - Create Standard Network | 1     |
| Project Officer                 | CN01 - Create Standard Network | 1     |
| SAP Support                     | CN01 - Create Standard Network | 1     |
| Supporting Infr. Dev. Sup       | CN01 - Create Standard Network | 1     |
| Administration Staff            | CN02 - Change Standard Network | 1     |
| Asset Officer                   | CN02 - Change Standard Network | 1     |
| Building & General Asset        | CN02 - Change Standard Network | 1     |
| Coal Handling Inf. Dev. &       | CN02 - Change Standard Network | 1     |
| Commuication & Relation Officer | CN02 - Change Standard Network | 1     |
| Community Rel Admin Suppo       | CN02 - Change Standard Network | 1     |
| Contract & Doc. Control O       | CN02 - Change Standard Network | 1     |
| Default position                | CN02 - Change Standard Network | 1     |
| ER & LM Admin Officer           | CN02 - Change Standard Network | 1     |
| Finance & Adm General Man       | CN02 - Change Standard Network | 1     |
| Infrastructure Dev. Plan        | CN02 - Change Standard Network | 1     |
| Mech & Elect Superintende       | CN02 - Change Standard Network | 1     |
| Mgt Reporting & Budget Se       | CN02 - Change Standard Network | 1     |
| P&C Superintendent              | CN02 - Change Standard Network | 1     |
| Planning & Design Eng.          | CN02 - Change Standard Network | 1     |
| Production Administration       | CN02 - Change Standard Network | 1     |
| Project Officer                 | CN02 - Change Standard Network | 1     |
| SAP Support                     | CN02 - Change Standard Network | 1     |

| HR Position                     | Code Matrix                     | Count |
|---------------------------------|---------------------------------|-------|
| Supporting Infr. Dev. Sup       | CN02 - Change Standard Network  | 1     |
| Administration Staff            | CN03 - Display Standard Network | 1     |
| Asset Officer                   | CN03 - Display Standard Network | 1     |
| Building & General Asset        | CN03 - Display Standard Network | 1     |
| Coal Handling Inf. Dev. &       | CN03 - Display Standard Network | 1     |
| Commuication & Relation Officer | CN03 - Display Standard Network | 1     |
| Community Rel Admin Suppo       | CN03 - Display Standard Network | 1     |
| Contract & Doc. Control O       | CN03 - Display Standard Network | 1     |
| Default position                | CN03 - Display Standard Network | 1     |
| ER & LM Admin Officer           | CN03 - Display Standard Network | 1     |
| Finance & Adm General Man       | CN03 - Display Standard Network | 1     |
| Infrastructure Dev. Plan        | CN03 - Display Standard Network | 1     |
| Mech & Elect Superintende       | CN03 - Display Standard Network | 1     |
| Mgt Reporting & Budget Se       | CN03 - Display Standard Network | 1     |
| P&C Superintendent              | CN03 - Display Standard Network | 1     |
| Planning & Design Eng.          | CN03 - Display Standard Network | 1     |
| Production Administration       | CN03 - Display Standard Network | 1     |
| Project Officer                 | CN03 - Display Standard Network | 1     |
| SAP Support                     | CN03 - Display Standard Network | 1     |
| Supporting Infr. Dev. Sup       | CN03 - Display Standard Network | 1     |
| Default position                | CN21 - Create Network           | 1     |
| Infrastructure Dev. Plan        | CN21 - Create Network           | 1     |
| Planning & Design Eng.          | CN21 - Create Network           | 1     |
| Project Officer                 | CN21 - Create Network           | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Supporting Infr. Dev. Sup | CN21 - Create Network                 | 1     |
| Default position          | CN22 - Change Network                 | 1     |
| Infrastructure Dev. Plan  | CN22 - Change Network                 | 1     |
| Planning & Design Eng.    | CN22 - Change Network                 | 1     |
| Project Officer           | CN22 - Change Network                 | 1     |
| Supporting Infr. Dev. Sup | CN22 - Change Network                 | 1     |
| Default position          | CN23 - Display Network                | 1     |
| External Auditor          | CN23 - Display Network                | 1     |
| Finance Reporting Officer | CN23 - Display Network                | 1     |
| Financial Reporting Manag | CN23 - Display Network                | 1     |
| Financial Reporting Offic | CN23 - Display Network                | 1     |
| Financial Reporting Senio | CN23 - Display Network                | 1     |
| Infrastructure Dev. Plan  | CN23 - Display Network                | 1     |
| Internal Auditor          | CN23 - Display Network                | 1     |
| Planning & Design Eng.    | CN23 - Display Network                | 1     |
| Project Officer           | CN23 - Display Network                | 1     |
| SAP Support               | CN23 - Display Network                | 1     |
| Supporting Infr. Dev. Sup | CN23 - Display Network                | 1     |
| External Auditor          | CN25 - Confirm Completions in Network | 1     |
| Finance Reporting Officer | CN25 - Confirm Completions in Network | 1     |
| Financial Reporting Manag | CN25 - Confirm Completions in Network | 1     |
| Financial Reporting Offic | CN25 - Confirm Completions in Network | 1     |
| Financial Reporting Senio | CN25 - Confirm Completions in Network | 1     |
| Internal Auditor          | CN25 - Confirm Completions in Network | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| SAP Support               | CN25 - Confirm Completions in Network | 1     |
| Accounting Officer        | CN41 - Structure Overview             | 1     |
| Asset Officer             | CN41 - Structure Overview             | 1     |
| Budget & Control Supervis | CN41 - Structure Overview             | 1     |
| Budget Officer            | CN41 - Structure Overview             | 1     |
| Building & General Asset  | CN41 - Structure Overview             | 1     |
| Coal Handling Inf. Dev. & | CN41 - Structure Overview             | 1     |
| Default position          | CN41 - Structure Overview             | 1     |
| Elect. P & C Engineer     | CN41 - Structure Overview             | 1     |
| Electrical Supervisor     | CN41 - Structure Overview             | 1     |
| Engineering Manager       | CN41 - Structure Overview             | 1     |
| Finance & Adm General Man | CN41 - Structure Overview             | 1     |
| Finance Admin             | CN41 - Structure Overview             | 1     |
| Finance Reporting Officer | CN41 - Structure Overview             | 1     |
| Financial & Accounting Su | CN41 - Structure Overview             | 1     |
| Financial Control Departm | CN41 - Structure Overview             | 1     |
| Financial Reporting Manag | CN41 - Structure Overview             | 1     |
| Financial Reporting Offic | CN41 - Structure Overview             | 1     |
| Financial Reporting Super | CN41 - Structure Overview             | 1     |
| Infrastructure Dev. Plan  | CN41 - Structure Overview             | 1     |
| Managerial Reporting Supe | CN41 - Structure Overview             | 1     |
| Mech & Elect Superintende | CN41 - Structure Overview             | 1     |
| Mech. P & C Engineer      | CN41 - Structure Overview             | 1     |
| Mechanical Supervisor     | CN41 - Structure Overview             | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| MGM_REP                   | CN41 - Structure Overview             | 1     |
| Mgt Reporting & Budget Se | CN41 - Structure Overview             | 1     |
| P&C Superintendent        | CN41 - Structure Overview             | 1     |
| Planning & Design Eng.    | CN41 - Structure Overview             | 1     |
| Plant Maintenance Officer | CN41 - Structure Overview             | 1     |
| Project Officer           | CN41 - Structure Overview             | 1     |
| SAP Support               | CN41 - Structure Overview             | 1     |
| Supporting Infr. Dev. Sup | CN41 - Structure Overview             | 1     |
| Asset Officer             | CN41N - Project structure overview    | 1     |
| Building & General Asset  | CN41N - Project structure overview    | 1     |
| Elect. P & C Engineer     | CN41N - Project structure overview    | 1     |
| Electrical Supervisor     | CN41N - Project structure overview    | 1     |
| Engineering Manager       | CN41N - Project structure overview    | 1     |
| Mech & Elect Superintende | CN41N - Project structure overview    | 1     |
| Mech. P & C Engineer      | CN41N - Project structure overview    | 1     |
| Mechanical Supervisor     | CN41N - Project structure overview    | 1     |
| P&C Superintendent        | CN41N - Project structure overview    | 1     |
| Plant Maintenance Officer | CN41N - Project structure overview    | 1     |
| SAP Support               | CN41N - Project structure overview    | 1     |
| SAP Support               | CN42N - Overview: Project Definitions | 1     |
| Accounting Officer        | CN43 - Overview: WBS Elements         | 1     |
| Budget & Control Supervis | CN43 - Overview: WBS Elements         | 1     |
| Budget Officer            | CN43 - Overview: WBS Elements         | 1     |
| Finance & Adm General Man | CN43 - Overview: WBS Elements         | 1     |

| HR Position                     | Code Matrix                    | Count |
|---------------------------------|--------------------------------|-------|
| Finance Admin                   | CN43 - Overview: WBS Elements  | 1     |
| Finance Reporting Officer       | CN43 - Overview: WBS Elements  | 1     |
| Financial & Accounting Su       | CN43 - Overview: WBS Elements  | 1     |
| Financial Control Departm       | CN43 - Overview: WBS Elements  | 1     |
| Financial Reporting Manag       | CN43 - Overview: WBS Elements  | 1     |
| Financial Reporting Offic       | CN43 - Overview: WBS Elements  | 1     |
| Financial Reporting Super       | CN43 - Overview: WBS Elements  | 1     |
| Managerial Reporting Supe       | CN43 - Overview: WBS Elements  | 1     |
| MGM_REP                         | CN43 - Overview: WBS Elements  | 1     |
| Mgt Reporting & Budget Se       | CN43 - Overview: WBS Elements  | 1     |
| Accounting Officer              | CN43N - Overview: WBS Elements | 1     |
| Administration Staff            | CN43N - Overview: WBS Elements | 1     |
| Asset Officer                   | CN43N - Overview: WBS Elements | 1     |
| Budget & Control Supervis       | CN43N - Overview: WBS Elements | 1     |
| Budget Officer                  | CN43N - Overview: WBS Elements | 1     |
| Building & General Asset        | CN43N - Overview: WBS Elements | 1     |
| Coal Handling Inf. Dev. &       | CN43N - Overview: WBS Elements | 1     |
| Commuication & Relation Officer | CN43N - Overview: WBS Elements | 1     |
| Community Rel Admin Suppo       | CN43N - Overview: WBS Elements | 1     |
| Contract & Doc. Control O       | CN43N - Overview: WBS Elements | 1     |
| Default position                | CN43N - Overview: WBS Elements | 1     |
| ER & LM Admin Officer           | CN43N - Overview: WBS Elements | 1     |
| External Auditor                | CN43N - Overview: WBS Elements | 1     |
| Finance & Adm General Man       | CN43N - Overview: WBS Elements | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Finance Admin             | CN43N - Overview: WBS Elements  | 1     |
| Finance Reporting Officer | CN43N - Overview: WBS Elements  | 1     |
| Financial & Accounting Su | CN43N - Overview: WBS Elements  | 1     |
| Financial Control Departm | CN43N - Overview: WBS Elements  | 1     |
| Financial Reporting Manag | CN43N - Overview: WBS Elements  | 1     |
| Financial Reporting Offic | CN43N - Overview: WBS Elements  | 1     |
| Financial Reporting Senio | CN43N - Overview: WBS Elements  | 1     |
| Financial Reporting Super | CN43N - Overview: WBS Elements  | 1     |
| Infrastructure Dev. Plan  | CN43N - Overview: WBS Elements  | 1     |
| Internal Auditor          | CN43N - Overview: WBS Elements  | 1     |
| Managerial Reporting Supe | CN43N - Overview: WBS Elements  | 1     |
| Mech & Elect Superintende | CN43N - Overview: WBS Elements  | 1     |
| MGM_REP                   | CN43N - Overview: WBS Elements  | 1     |
| Mgt Reporting & Budget Se | CN43N - Overview: WBS Elements  | 1     |
| P&C Superintendent        | CN43N - Overview: WBS Elements  | 1     |
| Planning & Design Eng.    | CN43N - Overview: WBS Elements  | 1     |
| Production Administration | CN43N - Overview: WBS Elements  | 1     |
| Project Officer           | CN43N - Overview: WBS Elements  | 1     |
| SAP Support               | CN43N - Overview: WBS Elements  | 1     |
| Supporting Infr. Dev. Sup | CN43N - Overview: WBS Elements  | 1     |
| Finance & Adm General Man | CN44 - Overview: Planned Orders | 1     |
| Mgt Reporting & Budget Se | CN44 - Overview: Planned Orders | 1     |
| Finance & Adm General Man | CN45 - Overview: Orders         | 1     |
| Mgt Reporting & Budget Se | CN45 - Overview: Orders         | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Administration Staff            | CN45N - Overview: Orders   | 1     |
| Asset Officer                   | CN45N - Overview: Orders   | 1     |
| Building & General Asset        | CN45N - Overview: Orders   | 1     |
| Coal Handling Inf. Dev. &       | CN45N - Overview: Orders   | 1     |
| Commuication & Relation Officer | CN45N - Overview: Orders   | 1     |
| Community Rel Admin Suppo       | CN45N - Overview: Orders   | 1     |
| Contract & Doc. Control O       | CN45N - Overview: Orders   | 1     |
| Default position                | CN45N - Overview: Orders   | 1     |
| ER & LM Admin Officer           | CN45N - Overview: Orders   | 1     |
| Finance & Adm General Man       | CN45N - Overview: Orders   | 1     |
| Infrastructure Dev. Plan        | CN45N - Overview: Orders   | 1     |
| Mech & Elect Superintende       | CN45N - Overview: Orders   | 1     |
| Mgt Reporting & Budget Se       | CN45N - Overview: Orders   | 1     |
| P&C Superintendent              | CN45N - Overview: Orders   | 1     |
| Planning & Design Eng.          | CN45N - Overview: Orders   | 1     |
| Production Administration       | CN45N - Overview: Orders   | 1     |
| Project Officer                 | CN45N - Overview: Orders   | 1     |
| Supporting Infr. Dev. Sup       | CN45N - Overview: Orders   | 1     |
| Finance & Adm General Man       | CN46 - Overview: Networks  | 1     |
| Mgt Reporting & Budget Se       | CN46 - Overview: Networks  | 1     |
| Accounting Officer              | CN46N - Overview: Networks | 1     |
| Administration Staff            | CN46N - Overview: Networks | 1     |
| Asset Officer                   | CN46N - Overview: Networks | 1     |
| Budget & Control Supervis       | CN46N - Overview: Networks | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Budget Officer                  | CN46N - Overview: Networks | 1     |
| Building & General Asset        | CN46N - Overview: Networks | 1     |
| Coal Handling Inf. Dev. &       | CN46N - Overview: Networks | 1     |
| Commuication & Relation Officer | CN46N - Overview: Networks | 1     |
| Community Rel Admin Suppo       | CN46N - Overview: Networks | 1     |
| Contract & Doc. Control O       | CN46N - Overview: Networks | 1     |
| Default position                | CN46N - Overview: Networks | 1     |
| ER & LM Admin Officer           | CN46N - Overview: Networks | 1     |
| Finance & Adm General Man       | CN46N - Overview: Networks | 1     |
| Finance Admin                   | CN46N - Overview: Networks | 1     |
| Finance Reporting Officer       | CN46N - Overview: Networks | 1     |
| Financial & Accounting Su       | CN46N - Overview: Networks | 1     |
| Financial Control Departm       | CN46N - Overview: Networks | 1     |
| Financial Reporting Manag       | CN46N - Overview: Networks | 1     |
| Financial Reporting Offic       | CN46N - Overview: Networks | 1     |
| Financial Reporting Super       | CN46N - Overview: Networks | 1     |
| Infrastructure Dev. Plan        | CN46N - Overview: Networks | 1     |
| Managerial Reporting Supe       | CN46N - Overview: Networks | 1     |
| Mech & Elect Superintende       | CN46N - Overview: Networks | 1     |
| MGM_REP                         | CN46N - Overview: Networks | 1     |
| Mgt Reporting & Budget Se       | CN46N - Overview: Networks | 1     |
| P&C Superintendent              | CN46N - Overview: Networks | 1     |
| Planning & Design Eng.          | CN46N - Overview: Networks | 1     |
| Production Administration       | CN46N - Overview: Networks | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Project Officer                 | CN46N - Overview: Networks            | 1     |
| SAP Support                     | CN46N - Overview: Networks            | 1     |
| Supporting Infr. Dev. Sup       | CN46N - Overview: Networks            | 1     |
| Finance & Adm General Man       | CN47 - Overview: Activities/Elements  | 1     |
| Mgt Reporting & Budget Se       | CN47 - Overview: Activities/Elements  | 1     |
| Administration Staff            | CN47N - Overview: Activities/Elements | 1     |
| Asset Officer                   | CN47N - Overview: Activities/Elements | 1     |
| Building & General Asset        | CN47N - Overview: Activities/Elements | 1     |
| Coal Handling Inf. Dev. &       | CN47N - Overview: Activities/Elements | 1     |
| Commuication & Relation Officer | CN47N - Overview: Activities/Elements | 1     |
| Community Rel Admin Suppo       | CN47N - Overview: Activities/Elements | 1     |
| Contract & Doc. Control O       | CN47N - Overview: Activities/Elements | 1     |
| Default position                | CN47N - Overview: Activities/Elements | 1     |
| ER & LM Admin Officer           | CN47N - Overview: Activities/Elements | 1     |
| Finance & Adm General Man       | CN47N - Overview: Activities/Elements | 1     |
| Infrastructure Dev. Plan        | CN47N - Overview: Activities/Elements | 1     |
| Mech & Elect Superintende       | CN47N - Overview: Activities/Elements | 1     |
| Mgt Reporting & Budget Se       | CN47N - Overview: Activities/Elements | 1     |
| P&C Superintendent              | CN47N - Overview: Activities/Elements | 1     |
| Planning & Design Eng.          | CN47N - Overview: Activities/Elements | 1     |
| Production Administration       | CN47N - Overview: Activities/Elements | 1     |
| Project Officer                 | CN47N - Overview: Activities/Elements | 1     |
| SAP Support                     | CN47N - Overview: Activities/Elements | 1     |
| Supporting Infr. Dev. Sup       | CN47N - Overview: Activities/Elements | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Finance & Adm General Man | CN48 - Overview: Confirmations          | 1     |
| Mgt Reporting & Budget Se | CN48 - Overview: Confirmations          | 1     |
| Finance & Adm General Man | CN49 - Overview: Relationships          | 1     |
| Mgt Reporting & Budget Se | CN49 - Overview: Relationships          | 1     |
| Finance & Adm General Man | CN49N - Overview: Relationships         | 1     |
| Mgt Reporting & Budget Se | CN49N - Overview: Relationships         | 1     |
| Finance & Adm General Man | CN50 - Overview: Capacity Requirements  | 1     |
| Mgt Reporting & Budget Se | CN50 - Overview: Capacity Requirements  | 1     |
| External Auditor          | CN50N - Overview: Capacity Requirements | 1     |
| Finance Reporting Officer | CN50N - Overview: Capacity Requirements | 1     |
| Financial Reporting Manag | CN50N - Overview: Capacity Requirements | 1     |
| Financial Reporting Offic | CN50N - Overview: Capacity Requirements | 1     |
| Financial Reporting Senio | CN50N - Overview: Capacity Requirements | 1     |
| Internal Auditor          | CN50N - Overview: Capacity Requirements | 1     |
| SAP Support               | CN50N - Overview: Capacity Requirements | 1     |
| Finance & Adm General Man | CN51 - Overview: PRTs                   | 1     |
| Mgt Reporting & Budget Se | CN51 - Overview: PRTs                   | 1     |
| Accounting Officer        | CN51N - Overview: PRTs                  | 1     |
| Budget & Control Supervis | CN51N - Overview: PRTs                  | 1     |
| Budget Officer            | CN51N - Overview: PRTs                  | 1     |
| Finance & Adm General Man | CN51N - Overview: PRTs                  | 1     |
| Finance Admin             | CN51N - Overview: PRTs                  | 1     |
| Finance Reporting Officer | CN51N - Overview: PRTs                  | 1     |
| Financial & Accounting Su | CN51N - Overview: PRTs                  | 1     |

| HR Position                     | Code Matrix                  | Count |
|---------------------------------|------------------------------|-------|
| Financial Control Departm       | CN51N - Overview: PRTs       | 1     |
| Financial Reporting Manag       | CN51N - Overview: PRTs       | 1     |
| Financial Reporting Offic       | CN51N - Overview: PRTs       | 1     |
| Financial Reporting Super       | CN51N - Overview: PRTs       | 1     |
| Managerial Reporting Supe       | CN51N - Overview: PRTs       | 1     |
| MGM_REP                         | CN51N - Overview: PRTs       | 1     |
| Mgt Reporting & Budget Se       | CN51N - Overview: PRTs       | 1     |
| Finance & Adm General Man       | CN52 - Overview: Components  | 1     |
| Mgt Reporting & Budget Se       | CN52 - Overview: Components  | 1     |
| Administration Staff            | CN52N - Overview: Components | 1     |
| Asset Officer                   | CN52N - Overview: Components | 1     |
| Building & General Asset        | CN52N - Overview: Components | 1     |
| Coal Handling Inf. Dev. &       | CN52N - Overview: Components | 1     |
| Commuication & Relation Officer | CN52N - Overview: Components | 1     |
| Community Rel Admin Suppo       | CN52N - Overview: Components | 1     |
| Contract & Doc. Control O       | CN52N - Overview: Components | 1     |
| Default position                | CN52N - Overview: Components | 1     |
| ER & LM Admin Officer           | CN52N - Overview: Components | 1     |
| Finance & Adm General Man       | CN52N - Overview: Components | 1     |
| Infrastructure Dev. Plan        | CN52N - Overview: Components | 1     |
| Mech & Elect Superintende       | CN52N - Overview: Components | 1     |
| Mgt Reporting & Budget Se       | CN52N - Overview: Components | 1     |
| P&C Superintendent              | CN52N - Overview: Components | 1     |
| Planning & Design Eng.          | CN52N - Overview: Components | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| Production Administration       | CN52N - Overview: Components                    | 1     |
| Project Officer                 | CN52N - Overview: Components                    | 1     |
| Supporting Infr. Dev. Sup       | CN52N - Overview: Components                    | 1     |
| Finance & Adm General Man       | CN53 - Overview: Milestones                     | 1     |
| Mgt Reporting & Budget Se       | CN53 - Overview: Milestones                     | 1     |
| Finance & Adm General Man       | CN53N - Overview: Milestones                    | 1     |
| Mgt Reporting & Budget Se       | CN53N - Overview: Milestones                    | 1     |
| Finance & Adm General Man       | CN54N - Overview: Sales Document                | 1     |
| Mgt Reporting & Budget Se       | CN54N - Overview: Sales Document                | 1     |
| Finance & Adm General Man       | CN55N - Overview: Sales and Dist.<br>Doc. Items | 1     |
| Mgt Reporting & Budget Se       | CN55N - Overview: Sales and Dist.<br>Doc. Items | 1     |
| Administration Staff            | CN60 - Change Documents for Projects/Netw.      | 1     |
| Asset Officer                   | CN60 - Change Documents for Projects/Netw.      | 1     |
| Building & General Asset        | CN60 - Change Documents for Projects/Netw.      | 1     |
| Coal Handling Inf. Dev. &       | CN60 - Change Documents for Projects/Netw.      | 1     |
| Commulcation & Relation Officer | CN60 - Change Documents for Projects/Netw.      | 1     |
| Community Rel Admin Suppo       | CN60 - Change Documents for Projects/Netw.      | 1     |
| Contract & Doc. Control O       | CN60 - Change Documents for Projects/Netw.      | 1     |
| Default position                | CN60 - Change Documents for Projects/Netw.      | 1     |
| ER & LM Admin Officer           | CN60 - Change Documents for Projects/Netw.      | 1     |
| Finance & Adm General Man       | CN60 - Change Documents for Projects/Netw.      | 1     |
| Infrastructure Dev. Plan        | CN60 - Change Documents for Projects/Netw.      | 1     |
| Mech & Elect Superintende       | CN60 - Change Documents for Projects/Netw.      | 1     |
| Mgt Reporting & Budget Se       | CN60 - Change Documents for Projects/Netw.      | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| P&C Superintendent        | CN60 - Change Documents for Projects/Netw. | 1     |
| Planning & Design Eng.    | CN60 - Change Documents for Projects/Netw. | 1     |
| Production Administration | CN60 - Change Documents for Projects/Netw. | 1     |
| Project Officer           | CN60 - Change Documents for Projects/Netw. | 1     |
| SAP Support               | CN60 - Change Documents for Projects/Netw. | 1     |
| Supporting Infr. Dev. Sup | CN60 - Change Documents for Projects/Netw. | 1     |
| Finance & Adm General Man | CN61 - Standard network                    | 1     |
| Mgt Reporting & Budget Se | CN61 - Standard network                    | 1     |
| Accounting Officer        | CN98 - Delete Standard Networks            | 1     |
| Budget & Control Supervis | CN98 - Delete Standard Networks            | 1     |
| Budget Officer            | CN98 - Delete Standard Networks            | 1     |
| Finance & Adm General Man | CN98 - Delete Standard Networks            | 1     |
| Finance Admin             | CN98 - Delete Standard Networks            | 1     |
| Finance Reporting Officer | CN98 - Delete Standard Networks            | 1     |
| Financial & Accounting Su | CN98 - Delete Standard Networks            | 1     |
| Financial Control Departm | CN98 - Delete Standard Networks            | 1     |
| Financial Reporting Manag | CN98 - Delete Standard Networks            | 1     |
| Financial Reporting Offic | CN98 - Delete Standard Networks            | 1     |
| Financial Reporting Super | CN98 - Delete Standard Networks            | 1     |
| Managerial Reporting Supe | CN98 - Delete Standard Networks            | 1     |
| MGM_REP                   | CN98 - Delete Standard Networks            | 1     |
| Mgt Reporting & Budget Se | CN98 - Delete Standard Networks            | 1     |
| Default position          | CNE1 - Project Progress (Individual Proc.) | 1     |
| Infrastructure Dev. Plan  | CNE1 - Project Progress (Individual Proc.) | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Planning & Design Eng.    | CNE1 - Project Progress (Individual Proc.)  | 1     |
| Project Officer           | CNE1 - Project Progress (Individual Proc.)  | 1     |
| Supporting Infr. Dev. Sup | CNE1 - Project Progress (Individual Proc.)  | 1     |
| Default position          | CNE5 - Progress Analysis                    | 1     |
| Infrastructure Dev. Plan  | CNE5 - Progress Analysis                    | 1     |
| Planning & Design Eng.    | CNE5 - Progress Analysis                    | 1     |
| Project Officer           | CNE5 - Progress Analysis                    | 1     |
| SAP Support               | CNE5 - Progress Analysis                    | 1     |
| Supporting Infr. Dev. Sup | CNE5 - Progress Analysis                    | 1     |
| Finance & Adm General Man | CNMASS - Mass Changes in Project<br>System  | 1     |
| Mgt Reporting & Budget Se | CNMASS - Mass Changes in Project<br>System  | 1     |
| Finance & Adm General Man | CNMASSPROT - Display log f. mass changes PS | 1     |
| Mgt Reporting & Budget Se | CNMASSPROT - Display log f. mass changes PS | 1     |
| Finance & Adm General Man | CNPAR - Partner Overview                    | 1     |
| Mgt Reporting & Budget Se | CNPAR - Partner Overview                    | 1     |
| Default position          | CNPAWB - Progress Analysis<br>Workbench     | 1     |
| Infrastructure Dev. Plan  | CNPAWB - Progress Analysis<br>Workbench     | 1     |
| Planning & Design Eng.    | CNPAWB - Progress Analysis<br>Workbench     | 1     |
| Project Officer           | CNPAWB - Progress Analysis<br>Workbench     | 1     |
| SAP Support               | CNPAWB - Progress Analysis<br>Workbench     | 1     |
| Supporting Infr. Dev. Sup | CNPAWB - Progress Analysis<br>Workbench     | 1     |
| Accounting Manager        | CO04 - Print Production Orders              | 1     |
| Finance Rep. & Analyst Ma | CO04 - Print Production Orders              | 1     |
| Financial Control Departm | CO04 - Print Production Orders              | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | CO04 - Print Production Orders                 | 1     |
| SAP Support               | CO82 - Number ranges for orders                | 1     |
| Accounting Administrator  | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Accounting Manager        | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Accounting Officer        | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| AP & AR Control Superviso | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Budget & Control Supervis | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Budget Officer            | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Finance & Adm General Man | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Finance Admin             | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Finance Rep. & Analyst Ma | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Finance Reporting Officer | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Financial & Accounting Su | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Financial Control Departm | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Financial Reporting Manag | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Financial Reporting Offic | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Financial Reporting Senio | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Financial Reporting Super | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Gen. Accounting Superviso | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Managerial Reporting Supe | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| MGM_REP                   | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Mgt Reporting & Budget Se | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| President Director        | CO88 - Act. Settlment: Prod./Process<br>Orders | 1     |
| Accounting Administrator  | CO99 - Set Status "Closed"                     | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Accounting Manager        | CO99 - Set Status "Closed"                   | 1     |
| Accounting Officer        | CO99 - Set Status "Closed"                   | 1     |
| AP & AR Control Superviso | CO99 - Set Status "Closed"                   | 1     |
| Finance & Adm General Man | CO99 - Set Status "Closed"                   | 1     |
| Finance Admin             | CO99 - Set Status "Closed"                   | 1     |
| Finance Rep. & Analyst Ma | CO99 - Set Status "Closed"                   | 1     |
| Finance Reporting Officer | CO99 - Set Status "Closed"                   | 1     |
| Financial & Accounting Su | CO99 - Set Status "Closed"                   | 1     |
| Financial Control Departm | CO99 - Set Status "Closed"                   | 1     |
| Financial Reporting Manag | CO99 - Set Status "Closed"                   | 1     |
| Financial Reporting Offic | CO99 - Set Status "Closed"                   | 1     |
| Financial Reporting Senio | CO99 - Set Status "Closed"                   | 1     |
| Financial Reporting Super | CO99 - Set Status "Closed"                   | 1     |
| Gen. Accounting Superviso | CO99 - Set Status "Closed"                   | 1     |
| Mgt Reporting & Budget Se | CO99 - Set Status "Closed"                   | 1     |
| President Director        | CO99 - Set Status "Closed"                   | 1     |
| Accounting Manager        | COFC - Reprocessing Errors Actual Costs      | 1     |
| Administration Staff      | COFC - Reprocessing Errors Actual Costs      | 1     |
| Contract Management Engin | COFC - Reprocessing Errors Actual Costs      | 1     |
| Finance Rep. & Analyst Ma | COFC - Reprocessing Errors Actual Costs      | 1     |
| Financial Control Departm | COFC - Reprocessing Errors Actual Costs      | 1     |
| Financial Reporting Manag | COFC - Reprocessing Errors Actual Costs      | 1     |
| Contract Management Engin | COGI - Postprocess Faulty Goods<br>Movements | 1     |
| SAP Support               | COGI - Postprocess Faulty Goods<br>Movements | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Contract Management Engin | COHVPI - Mass Processing: Process<br>Orders   | 1     |
| Production Administration | COHVPI - Mass Processing: Process<br>Orders   | 1     |
| Accounting Administrator  | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Accounting Manager        | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Accounting Officer        | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| AP & AR Control Superviso | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Budget & Control Supervis | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Budget Officer            | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Finance & Adm General Man | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Finance Admin             | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Finance Rep. & Analyst Ma | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Finance Reporting Officer | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Financial & Accounting Su | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Financial Control Departm | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Financial Reporting Manag | CON2 - Actual Reval.: Prod.Ordr Col.Pro.      | 1     |
| Financial Reporting Offic | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Financial Reporting Senio | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Financial Reporting Super | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Gen. Accounting Superviso | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Managerial Reporting Supe | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| MGM_REP                   | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Mgt Reporting & Budget Se | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| President Director        | CON2 - Actual Reval.: Prod.Ordr<br>Col.Pro.   | 1     |
| Accounting Manager        | COOISPI - Process Order Information<br>System | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Administration Staff      | COOISPI - Process Order Information<br>System | 1     |
| AR Control Manager        | COOISPI - Process Order Information<br>System | 1     |
| Contract Management Engin | COOISPI - Process Order Information<br>System | 1     |
| CPP & Hauling Road Superv | COOISPI - Process Order Information System    | 1     |
| CPP Supervisor            | COOISPI - Process Order Information<br>System | 1     |
| Finance Rep. & Analyst Ma | COOISPI - Process Order Information<br>System | 1     |
| Financial Control Departm | COOISPI - Process Order Information<br>System | 1     |
| Financial Reporting Manag | COOISPI - Process Order Information<br>System | 1     |
| P. Quality & D. Control M | COOISPI - Process Order Information<br>System | 1     |
| PQDC Officer              | COOISPI - Process Order Information<br>System | 1     |
| Production Administration | COOISPI - Process Order Information<br>System | 1     |
| SAP Support               | COOISPI - Process Order Information<br>System | 1     |
| Contract Management Engin | COR1 - Create Process Order                   | 1     |
| Contract Management Engin | COR2 - Change Process Order                   | 1     |
| Marine Support Officer    | COR2 - Change Process Order                   | 1     |
| Port Engineer             | COR2 - Change Process Order                   | 1     |
| PQDC Officer              | COR2 - Change Process Order                   | 1     |
| Shipment Admin Officer    | COR2 - Change Process Order                   | 1     |
| Shipping Admin Officer    | COR2 - Change Process Order                   | 1     |
| Traffic & Admin Superinte | COR2 - Change Process Order                   | 1     |
| Transhipment Supervisor   | COR2 - Change Process Order                   | 1     |
| Transport Analyst         | COR2 - Change Process Order                   | 1     |
| Accounting Manager        | COR3 - Display Process Order                  | 1     |
| Administration Staff      | COR3 - Display Process Order                  | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| AR Control Manager        | COR3 - Display Process Order | 1     |
| Contract Management Engin | COR3 - Display Process Order | 1     |
| CPP & Hauling Road Superv | COR3 - Display Process Order | 1     |
| CPP Superintendent        | COR3 - Display Process Order | 1     |
| CPP Supervisor            | COR3 - Display Process Order | 1     |
| External Auditor          | COR3 - Display Process Order | 1     |
| Finance Rep. & Analyst Ma | COR3 - Display Process Order | 1     |
| Finance Reporting Officer | COR3 - Display Process Order | 1     |
| Financial Control Departm | COR3 - Display Process Order | 1     |
| Financial Reporting Manag | COR3 - Display Process Order | 1     |
| Financial Reporting Offic | COR3 - Display Process Order | 1     |
| Financial Reporting Senio | COR3 - Display Process Order | 1     |
| Internal Auditor          | COR3 - Display Process Order | 1     |
| Marine Support Officer    | COR3 - Display Process Order | 1     |
| P. Quality & D. Control M | COR3 - Display Process Order | 1     |
| Port Engineer             | COR3 - Display Process Order | 1     |
| PQDC Officer              | COR3 - Display Process Order | 1     |
| Production Administration | COR3 - Display Process Order | 1     |
| SAP Support               | COR3 - Display Process Order | 1     |
| Shipment Admin Officer    | COR3 - Display Process Order | 1     |
| Shipping Admin Officer    | COR3 - Display Process Order | 1     |
| Traffic & Admin Superinte | COR3 - Display Process Order | 1     |
| Transhipment Supervisor   | COR3 - Display Process Order | 1     |
| Transport Analyst         | COR3 - Display Process Order | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Administration Staff      | COR6N - Single Screen Entry of Confirmations   | 1     |
| Contract Management Engin | COR6N - Single Screen Entry of Confirmations   | 1     |
| CPP & Hauling Road Superv | COR6N - Single Screen Entry of Confirmations   | 1     |
| CPP Superintendent        | COR6N - Single Screen Entry of Confirmations   | 1     |
| CPP Supervisor            | COR6N - Single Screen Entry of Confirmations   | 1     |
| Marine Support Officer    | COR6N - Single Screen Entry of Confirmations   | 1     |
| Port Engineer             | COR6N - Single Screen Entry of Confirmations   | 1     |
| PQDC Officer              | COR6N - Single Screen Entry of Confirmations   | 1     |
| Production Administration | COR6N - Single Screen Entry of Confirmations   | 1     |
| Shipment Admin Officer    | COR6N - Single Screen Entry of Confirmations   | 1     |
| Shipping Admin Officer    | COR6N - Single Screen Entry of Confirmations   | 1     |
| Traffic & Admin Superinte | COR6N - Single Screen Entry of Confirmations   | 1     |
| Transhipment Supervisor   | COR6N - Single Screen Entry of Confirmations   | 1     |
| Transport Analyst         | COR6N - Single Screen Entry of Confirmations   | 1     |
| Contract Management Engin | COR7 - Convert Planned Order to Proc.<br>Order | 1     |
| Production Administration | COR7 - Convert Planned Order to Proc.<br>Order | 1     |
| Contract Management Engin | COR8 - Coll.Conv.: Plnned Ord. to Proc.Ord.    | 1     |
| Production Administration | COR8 - Coll.Conv.: Plnned Ord. to Proc.Ord.    | 1     |
| SAP Support               | CORN - Order Types Process Order               | 1     |
| Administration Staff      | CORS - Cancel Process Order<br>Confirmation    | 1     |
| Contract Management Engin | CORS - Cancel Process Order<br>Confirmation    | 1     |
| CPP & Hauling Road Superv | CORS - Cancel Process Order<br>Confirmation    | 1     |
| CPP Superintendent        | CORS - Cancel Process Order<br>Confirmation    | 1     |
| CPP Supervisor            | CORS - Cancel Process Order<br>Confirmation    | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Marine Support Officer    | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Port Engineer             | CORS - Cancel Process Order<br>Confirmation  | 1     |
| PQDC Officer              | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Shipment Admin Officer    | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Shipping Admin Officer    | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Traffic & Admin Superinte | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Transhipment Supervisor   | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Transport Analyst         | CORS - Cancel Process Order<br>Confirmation  | 1     |
| Accounting Manager        | CORT - Display Process Order<br>Confirmation | 1     |
| Administration Staff      | CORT - Display Process Order<br>Confirmation | 1     |
| AR Control Manager        | CORT - Display Process Order<br>Confirmation | 1     |
| Contract Management Engin | CORT - Display Process Order<br>Confirmation | 1     |
| CPP & Hauling Road Superv | CORT - Display Process Order<br>Confirmation | 1     |
| CPP Superintendent        | CORT - Display Process Order<br>Confirmation | 1     |
| CPP Supervisor            | CORT - Display Process Order<br>Confirmation | 1     |
| Finance Rep. & Analyst Ma | CORT - Display Process Order<br>Confirmation | 1     |
| Financial Control Departm | CORT - Display Process Order<br>Confirmation | 1     |
| Financial Reporting Manag | CORT - Display Process Order<br>Confirmation | 1     |
| Marine Support Officer    | CORT - Display Process Order<br>Confirmation | 1     |
| Port Engineer             | CORT - Display Process Order<br>Confirmation | 1     |
| PQDC Officer              | CORT - Display Process Order<br>Confirmation | 1     |
| Production Administration | CORT - Display Process Order<br>Confirmation | 1     |
| SAP Support               | CORT - Display Process Order<br>Confirmation | 1     |
| Shipment Admin Officer    | CORT - Display Process Order<br>Confirmation | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Shipping Admin Officer    | CORT - Display Process Order<br>Confirmation | 1     |
| Traffic & Admin Superinte | CORT - Display Process Order<br>Confirmation | 1     |
| Transhipment Supervisor   | CORT - Display Process Order<br>Confirmation | 1     |
| Transport Analyst         | CORT - Display Process Order<br>Confirmation | 1     |
| External Auditor          | CR03 - Display Work Center                   | 1     |
| Finance Reporting Officer | CR03 - Display Work Center                   | 1     |
| Financial Reporting Manag | CR03 - Display Work Center                   | 1     |
| Financial Reporting Offic | CR03 - Display Work Center                   | 1     |
| Financial Reporting Senio | CR03 - Display Work Center                   | 1     |
| Internal Auditor          | CR03 - Display Work Center                   | 1     |
| SAP Support               | CR03 - Display Work Center                   | 1     |
| Accounting Manager        | CR05 - Work Center List                      | 1     |
| AR Control Manager        | CR05 - Work Center List                      | 1     |
| Asset Officer             | CR05 - Work Center List                      | 1     |
| Building & General Asset  | CR05 - Work Center List                      | 1     |
| Contract Management Engin | CR05 - Work Center List                      | 1     |
| Elect. P & C Engineer     | CR05 - Work Center List                      | 1     |
| Electrical Supervisor     | CR05 - Work Center List                      | 1     |
| Engineering Manager       | CR05 - Work Center List                      | 1     |
| External Auditor          | CR05 - Work Center List                      | 1     |
| Finance Rep. & Analyst Ma | CR05 - Work Center List                      | 1     |
| Finance Reporting Officer | CR05 - Work Center List                      | 1     |
| Financial Control Departm | CR05 - Work Center List                      | 1     |
| Financial Reporting Manag | CR05 - Work Center List                      | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | CR05 - Work Center List                   | 1     |
| Financial Reporting Senio | CR05 - Work Center List                   | 1     |
| Internal Auditor          | CR05 - Work Center List                   | 1     |
| Mech & Elect Superintende | CR05 - Work Center List                   | 1     |
| Mech. P & C Engineer      | CR05 - Work Center List                   | 1     |
| Mechanical Supervisor     | CR05 - Work Center List                   | 1     |
| P&C Superintendent        | CR05 - Work Center List                   | 1     |
| Plant Maintenance Officer | CR05 - Work Center List                   | 1     |
| PQDC Officer              | CR05 - Work Center List                   | 1     |
| Production Administration | CR05 - Work Center List                   | 1     |
| SAP Support               | CR05 - Work Center List                   | 1     |
| Accounting Manager        | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Asset Officer             | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Building & General Asset  | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Contract Management Engin | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Elect. P & C Engineer     | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Electrical Supervisor     | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Engineering Manager       | CR06 - Work Center Assignment to Cost Ctr | 1     |
| External Auditor          | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Finance Rep. & Analyst Ma | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Finance Reporting Officer | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Financial Control Departm | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Financial Reporting Manag | CR06 - Work Center Assignment to Cost Ctr | 1     |
| Financial Reporting Offic | CR06 - Work Center Assignment to Cost Ctr | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | CR06 - Work Center Assignment to Cost Ctr    | 1     |
| Internal Auditor          | CR06 - Work Center Assignment to Cost Ctr    | 1     |
| Mech & Elect Superintende | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| Mech. P & C Engineer      | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| Mechanical Supervisor     | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| P&C Superintendent        | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| Plant Maintenance Officer | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| PQDC Officer              | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| Production Administration | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| SAP Support               | CR06 - Work Center Assignment to<br>Cost Ctr | 1     |
| Asset Officer             | CR07 - Work Center Capacities                | 1     |
| Building & General Asset  | CR07 - Work Center Capacities                | 1     |
| Elect. P & C Engineer     | CR07 - Work Center Capacities                | 1     |
| Electrical Supervisor     | CR07 - Work Center Capacities                | 1     |
| Engineering Manager       | CR07 - Work Center Capacities                | 1     |
| External Auditor          | CR07 - Work Center Capacities                | 1     |
| Finance Reporting Officer | CR07 - Work Center Capacities                | 1     |
| Financial Reporting Manag | CR07 - Work Center Capacities                | 1     |
| Financial Reporting Offic | CR07 - Work Center Capacities                | 1     |
| Financial Reporting Senio | CR07 - Work Center Capacities                | 1     |
| Internal Auditor          | CR07 - Work Center Capacities                | 1     |
| Mech & Elect Superintende | CR07 - Work Center Capacities                | 1     |
| Mech. P & C Engineer      | CR07 - Work Center Capacities                | 1     |
| Mechanical Supervisor     | CR07 - Work Center Capacities                | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| P&C Superintendent        | CR07 - Work Center Capacities       | 1     |
| Plant Maintenance Officer | CR07 - Work Center Capacities       | 1     |
| PQDC Officer              | CR07 - Work Center Capacities       | 1     |
| SAP Support               | CR07 - Work Center Capacities       | 1     |
| Asset Officer             | CR08 - Work Center Hierarchy        | 1     |
| Building & General Asset  | CR08 - Work Center Hierarchy        | 1     |
| Elect. P & C Engineer     | CR08 - Work Center Hierarchy        | 1     |
| Electrical Supervisor     | CR08 - Work Center Hierarchy        | 1     |
| Engineering Manager       | CR08 - Work Center Hierarchy        | 1     |
| External Auditor          | CR08 - Work Center Hierarchy        | 1     |
| Finance Reporting Officer | CR08 - Work Center Hierarchy        | 1     |
| Financial Reporting Manag | CR08 - Work Center Hierarchy        | 1     |
| Financial Reporting Offic | CR08 - Work Center Hierarchy        | 1     |
| Financial Reporting Senio | CR08 - Work Center Hierarchy        | 1     |
| Internal Auditor          | CR08 - Work Center Hierarchy        | 1     |
| Mech & Elect Superintende | CR08 - Work Center Hierarchy        | 1     |
| Mech. P & C Engineer      | CR08 - Work Center Hierarchy        | 1     |
| Mechanical Supervisor     | CR08 - Work Center Hierarchy        | 1     |
| P&C Superintendent        | CR08 - Work Center Hierarchy        | 1     |
| Plant Maintenance Officer | CR08 - Work Center Hierarchy        | 1     |
| PQDC Officer              | CR08 - Work Center Hierarchy        | 1     |
| SAP Support               | CR08 - Work Center Hierarchy        | 1     |
| Asset Officer             | CR10 - Work center change documents | 1     |
| Building & General Asset  | CR10 - Work center change documents | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Elect. P & C Engineer     | CR10 - Work center change documents | 1     |
| Electrical Supervisor     | CR10 - Work center change documents | 1     |
| Engineering Manager       | CR10 - Work center change documents | 1     |
| External Auditor          | CR10 - Work center change documents | 1     |
| Finance Reporting Officer | CR10 - Work center change documents | 1     |
| Financial Reporting Manag | CR10 - Work center change documents | 1     |
| Financial Reporting Offic | CR10 - Work center change documents | 1     |
| Financial Reporting Senio | CR10 - Work center change documents | 1     |
| Internal Auditor          | CR10 - Work center change documents | 1     |
| Mech & Elect Superintende | CR10 - Work center change documents | 1     |
| Mech. P & C Engineer      | CR10 - Work center change documents | 1     |
| Mechanical Supervisor     | CR10 - Work center change documents | 1     |
| P&C Superintendent        | CR10 - Work center change documents | 1     |
| Plant Maintenance Officer | CR10 - Work center change documents | 1     |
| PQDC Officer              | CR10 - Work center change documents | 1     |
| SAP Support               | CR10 - Work center change documents | 1     |
| Asset Officer             | CR11 - Add Capacity                 | 1     |
| Building & General Asset  | CR11 - Add Capacity                 | 1     |
| Mech & Elect Superintende | CR11 - Add Capacity                 | 1     |
| P&C Superintendent        | CR11 - Add Capacity                 | 1     |
| Asset Officer             | CR12 - Change capacity              | 1     |
| Building & General Asset  | CR12 - Change capacity              | 1     |
| Mech & Elect Superintende | CR12 - Change capacity              | 1     |
| P&C Superintendent        | CR12 - Change capacity              | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Asset Officer             | CR13 - Display Capacity    | 1     |
| Building & General Asset  | CR13 - Display Capacity    | 1     |
| Elect. P & C Engineer     | CR13 - Display Capacity    | 1     |
| Electrical Supervisor     | CR13 - Display Capacity    | 1     |
| Engineering Manager       | CR13 - Display Capacity    | 1     |
| Mech & Elect Superintende | CR13 - Display Capacity    | 1     |
| Mech. P & C Engineer      | CR13 - Display Capacity    | 1     |
| Mechanical Supervisor     | CR13 - Display Capacity    | 1     |
| P&C Superintendent        | CR13 - Display Capacity    | 1     |
| Plant Maintenance Officer | CR13 - Display Capacity    | 1     |
| Asset Officer             | CR15 - Capacity where-used | 1     |
| Building & General Asset  | CR15 - Capacity where-used | 1     |
| Elect. P & C Engineer     | CR15 - Capacity where-used | 1     |
| Electrical Supervisor     | CR15 - Capacity where-used | 1     |
| Engineering Manager       | CR15 - Capacity where-used | 1     |
| External Auditor          | CR15 - Capacity where-used | 1     |
| Finance Reporting Officer | CR15 - Capacity where-used | 1     |
| Financial Reporting Manag | CR15 - Capacity where-used | 1     |
| Financial Reporting Offic | CR15 - Capacity where-used | 1     |
| Financial Reporting Senio | CR15 - Capacity where-used | 1     |
| Internal Auditor          | CR15 - Capacity where-used | 1     |
| Mech & Elect Superintende | CR15 - Capacity where-used | 1     |
| Mech. P & C Engineer      | CR15 - Capacity where-used | 1     |
| Mechanical Supervisor     | CR15 - Capacity where-used | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| P&C Superintendent        | CR15 - Capacity where-used            | 1     |
| Plant Maintenance Officer | CR15 - Capacity where-used            | 1     |
| SAP Support               | CR15 - Capacity where-used            | 1     |
| Asset Officer             | CR21 - Create Hierarchy               | 1     |
| Building & General Asset  | CR21 - Create Hierarchy               | 1     |
| Mech & Elect Superintende | CR21 - Create Hierarchy               | 1     |
| P&C Superintendent        | CR21 - Create Hierarchy               | 1     |
| Asset Officer             | CR22 - Change Hierarchy               | 1     |
| Building & General Asset  | CR22 - Change Hierarchy               | 1     |
| Mech & Elect Superintende | CR22 - Change Hierarchy               | 1     |
| P&C Superintendent        | CR22 - Change Hierarchy               | 1     |
| Asset Officer             | CR23 - Display Hierarchy              | 1     |
| Building & General Asset  | CR23 - Display Hierarchy              | 1     |
| Mech & Elect Superintende | CR23 - Display Hierarchy              | 1     |
| P&C Superintendent        | CR23 - Display Hierarchy              | 1     |
| Asset Officer             | CR60 - Work center information system | 1     |
| Building & General Asset  | CR60 - Work center information system | 1     |
| Elect. P & C Engineer     | CR60 - Work center information system | 1     |
| Electrical Supervisor     | CR60 - Work center information system | 1     |
| Engineering Manager       | CR60 - Work center information system | 1     |
| Mech & Elect Superintende | CR60 - Work center information system | 1     |
| Mech. P & C Engineer      | CR60 - Work center information system | 1     |
| Mechanical Supervisor     | CR60 - Work center information system | 1     |
| P&C Superintendent        | CR60 - Work center information system | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Plant Maintenance Officer | CR60 - Work center information system | 1     |
| SAP Support               | CRC1 - Create Resource                | 1     |
| SAP Support               | CRC2 - Change Resource                | 1     |
| AR Control Manager        | CRC3 - Display Resource               | 1     |
| Contract Management Engin | CRC3 - Display Resource               | 1     |
| Production Administration | CRC3 - Display Resource               | 1     |
| SAP Support               | CRC3 - Display Resource               | 1     |
| Asset Officer             | CS01 - Create Material BOM            | 1     |
| Building & General Asset  | CS01 - Create Material BOM            | 1     |
| Mech & Elect Superintende | CS01 - Create Material BOM            | 1     |
| P&C Superintendent        | CS01 - Create Material BOM            | 1     |
| SAP Support               | CS01 - Create Material BOM            | 1     |
| Asset Officer             | CS02 - Change Material BOM            | 1     |
| Building & General Asset  | CS02 - Change Material BOM            | 1     |
| Mech & Elect Superintende | CS02 - Change Material BOM            | 1     |
| P&C Superintendent        | CS02 - Change Material BOM            | 1     |
| SAP Support               | CS02 - Change Material BOM            | 1     |
| Accounting Manager        | CS03 - Display Material BOM           | 1     |
| AR Control Manager        | CS03 - Display Material BOM           | 1     |
| Asset Officer             | CS03 - Display Material BOM           | 1     |
| Building & General Asset  | CS03 - Display Material BOM           | 1     |
| Contract Management Engin | CS03 - Display Material BOM           | 1     |
| Elect. P & C Engineer     | CS03 - Display Material BOM           | 1     |
| Electrical Supervisor     | CS03 - Display Material BOM           | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Engineering Manager       | CS03 - Display Material BOM       | 1     |
| External Auditor          | CS03 - Display Material BOM       | 1     |
| Finance Rep. & Analyst Ma | CS03 - Display Material BOM       | 1     |
| Finance Reporting Officer | CS03 - Display Material BOM       | 1     |
| Financial Control Departm | CS03 - Display Material BOM       | 1     |
| Financial Reporting Manag | CS03 - Display Material BOM       | 1     |
| Financial Reporting Offic | CS03 - Display Material BOM       | 1     |
| Financial Reporting Senio | CS03 - Display Material BOM       | 1     |
| Internal Auditor          | CS03 - Display Material BOM       | 1     |
| Mech & Elect Superintende | CS03 - Display Material BOM       | 1     |
| Mech. P & C Engineer      | CS03 - Display Material BOM       | 1     |
| Mechanical Supervisor     | CS03 - Display Material BOM       | 1     |
| P&C Superintendent        | CS03 - Display Material BOM       | 1     |
| Plant Maintenance Officer | CS03 - Display Material BOM       | 1     |
| Production Administration | CS03 - Display Material BOM       | 1     |
| SAP Support               | CS03 - Display Material BOM       | 1     |
| SAP Support               | CS05 - Change Material BOM Group  | 1     |
| Accounting Manager        | CS11 - Display BOM Level by Level | 1     |
| AR Control Manager        | CS11 - Display BOM Level by Level | 1     |
| Contract Management Engin | CS11 - Display BOM Level by Level | 1     |
| External Auditor          | CS11 - Display BOM Level by Level | 1     |
| Finance Rep. & Analyst Ma | CS11 - Display BOM Level by Level | 1     |
| Finance Reporting Officer | CS11 - Display BOM Level by Level | 1     |
| Financial Control Departm | CS11 - Display BOM Level by Level | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Manag | CS11 - Display BOM Level by Level   | 1     |
| Financial Reporting Offic | CS11 - Display BOM Level by Level   | 1     |
| Financial Reporting Senio | CS11 - Display BOM Level by Level   | 1     |
| Internal Auditor          | CS11 - Display BOM Level by Level   | 1     |
| Production Administration | CS11 - Display BOM Level by Level   | 1     |
| SAP Support               | CS11 - Display BOM Level by Level   | 1     |
| Accounting Manager        | CS12 - Multilevel BOM               | 1     |
| AR Control Manager        | CS12 - Multilevel BOM               | 1     |
| Contract Management Engin | CS12 - Multilevel BOM               | 1     |
| Finance Rep. & Analyst Ma | CS12 - Multilevel BOM               | 1     |
| Financial Control Departm | CS12 - Multilevel BOM               | 1     |
| Financial Reporting Manag | CS12 - Multilevel BOM               | 1     |
| Production Administration | CS12 - Multilevel BOM               | 1     |
| Asset Officer             | CS15 - Single-Level Where-Used List | 1     |
| Building & General Asset  | CS15 - Single-Level Where-Used List | 1     |
| Elect. P & C Engineer     | CS15 - Single-Level Where-Used List | 1     |
| Electrical Supervisor     | CS15 - Single-Level Where-Used List | 1     |
| Engineering Manager       | CS15 - Single-Level Where-Used List | 1     |
| Mech & Elect Superintende | CS15 - Single-Level Where-Used List | 1     |
| Mech. P & C Engineer      | CS15 - Single-Level Where-Used List | 1     |
| Mechanical Supervisor     | CS15 - Single-Level Where-Used List | 1     |
| P&C Superintendent        | CS15 - Single-Level Where-Used List | 1     |
| Plant Maintenance Officer | CS15 - Single-Level Where-Used List | 1     |
| SAP Support               | CS20 - Mass Change: Initial Screen  | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| SAP Support               | CS28 - Archiving for BOMs                   | 1     |
| PQDC Officer              | CS61 - Create Order BOM                     | 1     |
| PQDC Officer              | CS62 - Change Order BOM                     | 1     |
| PQDC Officer              | CS63 - Display Order BOM                    | 1     |
| Accounting Manager        | CS80 - Change Documents for Material BOM    | 1     |
| Contract Management Engin | CS80 - Change Documents for Material BOM    | 1     |
| Finance Rep. & Analyst Ma | CS80 - Change Documents for Material BOM    | 1     |
| Financial Control Departm | CS80 - Change Documents for Material BOM    | 1     |
| Financial Reporting Manag | CS80 - Change Documents for Material BOM    | 1     |
| Production Administration | CS80 - Change Documents for Material BOM    | 1     |
| SAP Support               | CT04 - Characteristics                      | 1     |
| Asset Officer             | CT10 - Characteristics List                 | 1     |
| Building & General Asset  | CT10 - Characteristics List                 | 1     |
| Elect. P & C Engineer     | CT10 - Characteristics List                 | 1     |
| Electrical Supervisor     | CT10 - Characteristics List                 | 1     |
| Engineering Manager       | CT10 - Characteristics List                 | 1     |
| Mech & Elect Superintende | CT10 - Characteristics List                 | 1     |
| Mech. P & C Engineer      | CT10 - Characteristics List                 | 1     |
| Mechanical Supervisor     | CT10 - Characteristics List                 | 1     |
| P&C Superintendent        | CT10 - Characteristics List                 | 1     |
| P. Quality & D. Control M | CT10 - Characteristics List                 | 1     |
| Plant Maintenance Officer | CT10 - Characteristics List                 | 1     |
| PQDC Officer              | CT10 - Characteristics List                 | 1     |
| Asset Officer             | CT12 - Where-Used List for Char.Environment | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Building & General Asset  | CT12 - Where-Used List for Char.Environment | 1     |
| Elect. P & C Engineer     | CT12 - Where-Used List for Char.Environment | 1     |
| Electrical Supervisor     | CT12 - Where-Used List for Char.Environment | 1     |
| Engineering Manager       | CT12 - Where-Used List for Char.Environment | 1     |
| Mech & Elect Superintende | CT12 - Where-Used List for Char.Environment | 1     |
| Mech. P & C Engineer      | CT12 - Where-Used List for Char.Environment | 1     |
| Mechanical Supervisor     | CT12 - Where-Used List for Char.Environment | 1     |
| P&C Superintendent        | CT12 - Where-Used List for Char.Environment | 1     |
| P. Quality & D. Control M | CT12 - Where-Used List for Char.Environment | 1     |
| Plant Maintenance Officer | CT12 - Where-Used List for Char.Environment | 1     |
| PQDC Officer              | CT12 - Where-Used List for Char.Environment | 1     |
| Asset Officer             | CV03N - Display document                    | 1     |
| Building & General Asset  | CV03N - Display document                    | 1     |
| Elect. P & C Engineer     | CV03N - Display document                    | 1     |
| Electrical Supervisor     | CV03N - Display document                    | 1     |
| Engineering Manager       | CV03N - Display document                    | 1     |
| Mech & Elect Superintende | CV03N - Display document                    | 1     |
| Mech. P & C Engineer      | CV03N - Display document                    | 1     |
| Mechanical Supervisor     | CV03N - Display document                    | 1     |
| P&C Superintendent        | CV03N - Display document                    | 1     |
| Plant Maintenance Officer | CV03N - Display document                    | 1     |
| Asset Officer             | CV04N - Find Document                       | 1     |
| Building & General Asset  | CV04N - Find Document                       | 1     |
| Elect. P & C Engineer     | CV04N - Find Document                       | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Electrical Supervisor     | CV04N - Find Document                            | 1     |
| Engineering Manager       | CV04N - Find Document                            | 1     |
| Mech & Elect Superintende | CV04N - Find Document                            | 1     |
| Mech. P & C Engineer      | CV04N - Find Document                            | 1     |
| Mechanical Supervisor     | CV04N - Find Document                            | 1     |
| P&C Superintendent        | CV04N - Find Document                            | 1     |
| Plant Maintenance Officer | CV04N - Find Document                            | 1     |
| External Auditor          | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| Finance Reporting Officer | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| Financial Reporting Manag | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| Financial Reporting Offic | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| Financial Reporting Senio | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| Internal Auditor          | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| SAP Support               | CX0C10 - Display Chg.Log -<br>MasterData/Custom. | 1     |
| External Auditor          | CX0T9 - Export Transaction Data                  | 1     |
| Finance Reporting Officer | CX0T9 - Export Transaction Data                  | 1     |
| Financial Reporting Manag | CX0T9 - Export Transaction Data                  | 1     |
| Financial Reporting Offic | CX0T9 - Export Transaction Data                  | 1     |
| Financial Reporting Senio | CX0T9 - Export Transaction Data                  | 1     |
| Internal Auditor          | CX0T9 - Export Transaction Data                  | 1     |
| SAP Support               | CX0T9 - Export Transaction Data                  | 1     |
| External Auditor          | CX17 - Display Item Hierarchy                    | 1     |
| Finance Reporting Officer | CX17 - Display Item Hierarchy                    | 1     |
| Financial Reporting Manag | CX17 - Display Item Hierarchy                    | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Financial Reporting Offic | CX17 - Display Item Hierarchy         | 1     |
| Financial Reporting Senio | CX17 - Display Item Hierarchy         | 1     |
| Internal Auditor          | CX17 - Display Item Hierarchy         | 1     |
| SAP Support               | CX17 - Display Item Hierarchy         | 1     |
| External Auditor          | CX1B0 - List Master Data: Cons Units  | 1     |
| Finance Reporting Officer | CX1B0 - List Master Data: Cons Units  | 1     |
| Financial Reporting Manag | CX1B0 - List Master Data: Cons Units  | 1     |
| Financial Reporting Offic | CX1B0 - List Master Data: Cons Units  | 1     |
| Financial Reporting Senio | CX1B0 - List Master Data: Cons Units  | 1     |
| Internal Auditor          | CX1B0 - List Master Data: Cons Units  | 1     |
| SAP Support               | CX1B0 - List Master Data: Cons Units  | 1     |
| External Auditor          | CX1C0 - List Master Data: Cons Groups | 1     |
| Finance Reporting Officer | CX1C0 - List Master Data: Cons Groups | 1     |
| Financial Reporting Manag | CX1C0 - List Master Data: Cons Groups | 1     |
| Financial Reporting Offic | CX1C0 - List Master Data: Cons Groups | 1     |
| Financial Reporting Senio | CX1C0 - List Master Data: Cons Groups | 1     |
| Internal Auditor          | CX1C0 - List Master Data: Cons Groups | 1     |
| SAP Support               | CX1C0 - List Master Data: Cons Groups | 1     |
| External Auditor          | CX1H0 - Where-used List for CG/CU     | 1     |
| Finance Reporting Officer | CX1H0 - Where-used List for CG/CU     | 1     |
| Financial Reporting Manag | CX1H0 - Where-used List for CG/CU     | 1     |
| Financial Reporting Offic | CX1H0 - Where-used List for CG/CU     | 1     |
| Financial Reporting Senio | CX1H0 - Where-used List for CG/CU     | 1     |
| Internal Auditor          | CX1H0 - Where-used List for CG/CU     | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| SAP Support               | CX1H0 - Where-used List for CG/CU  | 1     |
| External Auditor          | CX1H1 - FS Items Where-Used List   | 1     |
| Finance Reporting Officer | CX1H1 - FS Items Where-Used List   | 1     |
| Financial Reporting Manag | CX1H1 - FS Items Where-Used List   | 1     |
| Financial Reporting Offic | CX1H1 - FS Items Where-Used List   | 1     |
| Financial Reporting Senio | CX1H1 - FS Items Where-Used List   | 1     |
| Internal Auditor          | CX1H1 - FS Items Where-Used List   | 1     |
| SAP Support               | CX1H1 - FS Items Where-Used List   | 1     |
| External Auditor          | CX1I1 - List Master Data: FS Items | 1     |
| Finance Reporting Officer | CX1I1 - List Master Data: FS Items | 1     |
| Financial Reporting Manag | CX1I1 - List Master Data: FS Items | 1     |
| Financial Reporting Offic | CX1I1 - List Master Data: FS Items | 1     |
| Financial Reporting Senio | CX1I1 - List Master Data: FS Items | 1     |
| Internal Auditor          | CX1I1 - List Master Data: FS Items | 1     |
| SAP Support               | CX1I1 - List Master Data: FS Items | 1     |
| External Auditor          | CX1S1 - List Master Data: Subitems | 1     |
| Finance Reporting Officer | CX1S1 - List Master Data: Subitems | 1     |
| Financial Reporting Manag | CX1S1 - List Master Data: Subitems | 1     |
| Financial Reporting Offic | CX1S1 - List Master Data: Subitems | 1     |
| Financial Reporting Senio | CX1S1 - List Master Data: Subitems | 1     |
| Internal Auditor          | CX1S1 - List Master Data: Subitems | 1     |
| SAP Support               | CX1S1 - List Master Data: Subitems | 1     |
| External Auditor          | CX1Y - Display CG Hierarchy        | 1     |
| Finance Reporting Officer | CX1Y - Display CG Hierarchy        | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | CX1Y - Display CG Hierarchy                  | 1     |
| Financial Reporting Offic | CX1Y - Display CG Hierarchy                  | 1     |
| Financial Reporting Senio | CX1Y - Display CG Hierarchy                  | 1     |
| Internal Auditor          | CX1Y - Display CG Hierarchy                  | 1     |
| SAP Support               | CX1Y - Display CG Hierarchy                  | 1     |
| External Auditor          | CX27 - List of Last Change of Task<br>Status | 1     |
| Finance Reporting Officer | CX27 - List of Last Change of Task<br>Status | 1     |
| Financial Reporting Manag | CX27 - List of Last Change of Task<br>Status | 1     |
| Financial Reporting Offic | CX27 - List of Last Change of Task<br>Status | 1     |
| Financial Reporting Senio | CX27 - List of Last Change of Task<br>Status | 1     |
| Internal Auditor          | CX27 - List of Last Change of Task<br>Status | 1     |
| SAP Support               | CX27 - List of Last Change of Task<br>Status | 1     |
| External Auditor          | CX2V1 - Customize Version                    | 1     |
| Finance Reporting Officer | CX2V1 - Customize Version                    | 1     |
| Financial Reporting Manag | CX2V1 - Customize Version                    | 1     |
| Financial Reporting Offic | CX2V1 - Customize Version                    | 1     |
| Financial Reporting Senio | CX2V1 - Customize Version                    | 1     |
| Internal Auditor          | CX2V1 - Customize Version                    | 1     |
| SAP Support               | CX2V1 - Customize Version                    | 1     |
| External Auditor          | CX34 - Database list of totals               | 1     |
| Finance Reporting Officer | CX34 - Database list of totals               | 1     |
| Financial Reporting Manag | CX34 - Database list of totals               | 1     |
| Financial Reporting Offic | CX34 - Database list of totals               | 1     |
| Financial Reporting Senio | CX34 - Database list of totals               | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Internal Auditor          | CX34 - Database list of totals                 | 1     |
| SAP Support               | CX34 - Database list of totals                 | 1     |
| External Auditor          | CX3L1 - DB List of Totals Recs/Jrnl<br>Entries | 1     |
| Finance Reporting Officer | CX3L1 - DB List of Totals Recs/Jrnl<br>Entries | 1     |
| Financial Reporting Manag | CX3L1 - DB List of Totals Recs/Jrnl<br>Entries | 1     |
| Financial Reporting Offic | CX3L1 - DB List of Totals Recs/Jrnl<br>Entries | 1     |
| Financial Reporting Senio | CX3L1 - DB List of Totals Recs/Jrnl<br>Entries | 1     |
| Internal Auditor          | CX3L1 - DB List of Totals Recs/Jrnl Entries    | 1     |
| SAP Support               | CX3L1 - DB List of Totals Recs/Jrnl Entries    | 1     |
| External Auditor          | CX52 - Display posting document                | 1     |
| Finance Reporting Officer | CX52 - Display posting document                | 1     |
| Financial Reporting Manag | CX52 - Display posting document                | 1     |
| Financial Reporting Offic | CX52 - Display posting document                | 1     |
| Financial Reporting Senio | CX52 - Display posting document                | 1     |
| Internal Auditor          | CX52 - Display posting document                | 1     |
| SAP Support               | CX52 - Display posting document                | 1     |
| External Auditor          | CX56 - Database list of journal entries        | 1     |
| Finance Reporting Officer | CX56 - Database list of journal entries        | 1     |
| Financial Reporting Manag | CX56 - Database list of journal entries        | 1     |
| Financial Reporting Offic | CX56 - Database list of journal entries        | 1     |
| Financial Reporting Senio | CX56 - Database list of journal entries        | 1     |
| Internal Auditor          | CX56 - Database list of journal entries        | 1     |
| SAP Support               | CX56 - Database list of journal entries        | 1     |
| External Auditor          | CX58 - Journal Entry Report                    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | CX58 - Journal Entry Report                   | 1     |
| Financial Reporting Manag | CX58 - Journal Entry Report                   | 1     |
| Financial Reporting Offic | CX58 - Journal Entry Report                   | 1     |
| Financial Reporting Senio | CX58 - Journal Entry Report                   | 1     |
| Internal Auditor          | CX58 - Journal Entry Report                   | 1     |
| SAP Support               | CX58 - Journal Entry Report                   | 1     |
| External Auditor          | CX5I1 - Customizing of Interunit Elimination  | 1     |
| Finance Reporting Officer | CX5I1 - Customizing of Interunit Elimination  | 1     |
| Financial Reporting Manag | CX5I1 - Customizing of Interunit Elimination  | 1     |
| Financial Reporting Offic | CX5I1 - Customizing of Interunit Elimination  | 1     |
| Financial Reporting Senio | CX5I1 - Customizing of Interunit Elimination  | 1     |
| Internal Auditor          | CX5I1 - Customizing of Interunit Elimination  | 1     |
| SAP Support               | CX5I1 - Customizing of Interunit Elimination  | 1     |
| External Auditor          | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| Finance Reporting Officer | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| Financial Reporting Manag | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| Financial Reporting Offic | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| Financial Reporting Senio | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| Internal Auditor          | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| SAP Support               | CX5J1 - Reconcile Totals with Jrnl<br>Entries | 1     |
| External Auditor          | CX5R1 - Customizing of Reclassifications      | 1     |
| Finance Reporting Officer | CX5R1 - Customizing of Reclassifications      | 1     |
| Financial Reporting Manag | CX5R1 - Customizing of Reclassifications      | 1     |
| Financial Reporting Offic | CX5R1 - Customizing of Reclassifications      | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | CX5R1 - Customizing of Reclassifications     | 1     |
| Internal Auditor          | CX5R1 - Customizing of Reclassifications     | 1     |
| SAP Support               | CX5R1 - Customizing of Reclassifications     | 1     |
| External Auditor          | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| Finance Reporting Officer | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| Financial Reporting Manag | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| Financial Reporting Offic | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| Financial Reporting Senio | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| Internal Auditor          | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| SAP Support               | CX5UD - Customizing Listing: IU P/L in Inv.  | 1     |
| External Auditor          | CX6C1 - Customizing of Cons. of Investments  | 1     |
| Finance Reporting Officer | CX6C1 - Customizing of Cons. of Investments  | 1     |
| Financial Reporting Manag | CX6C1 - Customizing of Cons. of Investments  | 1     |
| Financial Reporting Offic | CX6C1 - Customizing of Cons. of Investments  | 1     |
| Financial Reporting Senio | CX6C1 - Customizing of Cons. of Investments  | 1     |
| Internal Auditor          | CX6C1 - Customizing of Cons. of Investments  | 1     |
| SAP Support               | CX6C1 - Customizing of Cons. of Investments  | 1     |
| External Auditor          | CX6C3 - Check Customizing of Cons of Investm | 1     |
| Finance Reporting Officer | CX6C3 - Check Customizing of Cons of Investm | 1     |
| Financial Reporting Manag | CX6C3 - Check Customizing of Cons of Investm | 1     |
| Financial Reporting Offic | CX6C3 - Check Customizing of Cons of Investm | 1     |
| Financial Reporting Senio | CX6C3 - Check Customizing of Cons of Investm | 1     |
| Internal Auditor          | CX6C3 - Check Customizing of Cons of Investm | 1     |
| SAP Support               | CX6C3 - Check Customizing of Cons of Investm | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| External Auditor          | CXGP - Global parameters                       | 1     |
| Finance Reporting Officer | CXGP - Global parameters                       | 1     |
| Financial Reporting Manag | CXGP - Global parameters                       | 1     |
| Financial Reporting Offic | CXGP - Global parameters                       | 1     |
| Financial Reporting Senio | CXGP - Global parameters                       | 1     |
| Internal Auditor          | CXGP - Global parameters                       | 1     |
| SAP Support               | CXGP - Global parameters                       | 1     |
| External Auditor          | CXI2 - C/I system utilization                  | 1     |
| Finance Reporting Officer | CXI2 - C/I system utilization                  | 1     |
| Financial Reporting Manag | CXI2 - C/I system utilization                  | 1     |
| Financial Reporting Offic | CXI2 - C/I system utilization                  | 1     |
| Financial Reporting Senio | CXI2 - C/I system utilization                  | 1     |
| Internal Auditor          | CXI2 - C/I system utilization                  | 1     |
| SAP Support               | CXI2 - C/I system utilization                  | 1     |
| External Auditor          | CXM2 - Display method hierarchies              | 1     |
| Finance Reporting Officer | CXM2 - Display method hierarchies              | 1     |
| Financial Reporting Manag | CXM2 - Display method hierarchies              | 1     |
| Financial Reporting Offic | CXM2 - Display method hierarchies              | 1     |
| Financial Reporting Senio | CXM2 - Display method hierarchies              | 1     |
| Internal Auditor          | CXM2 - Display method hierarchies              | 1     |
| SAP Support               | CXM2 - Display method hierarchies              | 1     |
| External Auditor          | CXNR - Reconc. totals record<br>General/ConsSL | 1     |
| Finance Reporting Officer | CXNR - Reconc. totals record<br>General/ConsSL | 1     |
| Financial Reporting Manag | CXNR - Reconc. totals record<br>General/ConsSL | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | CXNR - Reconc. totals record<br>General/ConsSL | 1     |
| Financial Reporting Senio | CXNR - Reconc. totals record<br>General/ConsSL | 1     |
| Internal Auditor          | CXNR - Reconc. totals record<br>General/ConsSL | 1     |
| SAP Support               | CXNR - Reconc. totals record<br>General/ConsSL | 1     |
| External Auditor          | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| Finance Reporting Officer | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| Financial Reporting Manag | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| Financial Reporting Offic | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| Financial Reporting Senio | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| Internal Auditor          | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| SAP Support               | CXNX - Reconcile FI/Cons at Document Level     | 1     |
| External Auditor          | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| Finance Reporting Officer | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| Financial Reporting Manag | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| Financial Reporting Offic | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| Financial Reporting Senio | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| Internal Auditor          | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| SAP Support               | CXNZ - Reconciliation Totals<br>Consolidation  | 1     |
| SAP Operation             | DB02 - Tables and Indexes Monitor              | 1     |
| External Auditor          | DB12 - DBA Backup Logs                         | 1     |
| Finance Reporting Officer | DB12 - DBA Backup Logs                         | 1     |
| Financial Reporting Manag | DB12 - DBA Backup Logs                         | 1     |
| Financial Reporting Offic | DB12 - DBA Backup Logs                         | 1     |
| Financial Reporting Senio | DB12 - DBA Backup Logs                         | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Internal Auditor          | DB12 - DBA Backup Logs                        | 1     |
| SAP Operation             | DB12 - DBA Backup Logs                        | 1     |
| SAP Support               | DB12 - DBA Backup Logs                        | 1     |
| SAP Operation             | DB14 - Display DBA Operation Logs             | 1     |
| External Auditor          | EC01 - Org.Object Copier: Company Code        | 1     |
| Finance Reporting Officer | EC01 - Org.Object Copier: Company Code        | 1     |
| Financial Reporting Manag | EC01 - Org.Object Copier: Company Code        | 1     |
| Financial Reporting Offic | EC01 - Org.Object Copier: Company Code        | 1     |
| Financial Reporting Senio | EC01 - Org.Object Copier: Company Code        | 1     |
| Internal Auditor          | EC01 - Org.Object Copier: Company Code        | 1     |
| SAP Support               | EC01 - Org.Object Copier: Company Code        | 1     |
| External Auditor          | EC02 - Org.Object Copier: Plant               | 1     |
| Finance Reporting Officer | EC02 - Org.Object Copier: Plant               | 1     |
| Financial Reporting Manag | EC02 - Org.Object Copier: Plant               | 1     |
| Financial Reporting Offic | EC02 - Org.Object Copier: Plant               | 1     |
| Financial Reporting Senio | EC02 - Org.Object Copier: Plant               | 1     |
| Internal Auditor          | EC02 - Org.Object Copier: Plant               | 1     |
| SAP Support               | EC02 - Org.Object Copier: Plant               | 1     |
| External Auditor          | EC04 - Org.Object Copier: Sales<br>Organizatn | 1     |
| Finance Reporting Officer | EC04 - Org.Object Copier: Sales<br>Organizatn | 1     |
| Financial Reporting Manag | EC04 - Org.Object Copier: Sales<br>Organizatn | 1     |
| Financial Reporting Offic | EC04 - Org.Object Copier: Sales<br>Organizatn | 1     |
| Financial Reporting Senio | EC04 - Org.Object Copier: Sales<br>Organizatn | 1     |
| Internal Auditor          | EC04 - Org.Object Copier: Sales<br>Organizatn | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| SAP Support               | EC04 - Org.Object Copier: Sales<br>Organizatn  | 1     |
| External Auditor          | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| Finance Reporting Officer | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| Financial Reporting Manag | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| Financial Reporting Offic | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| Financial Reporting Senio | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| Internal Auditor          | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| SAP Support               | EC05 - Org.Object Copier: Distribution<br>Chnl | 1     |
| External Auditor          | EC06 - Org.Object Copier: Division             | 1     |
| Finance Reporting Officer | EC06 - Org.Object Copier: Division             | 1     |
| Financial Reporting Manag | EC06 - Org.Object Copier: Division             | 1     |
| Financial Reporting Offic | EC06 - Org.Object Copier: Division             | 1     |
| Financial Reporting Senio | EC06 - Org.Object Copier: Division             | 1     |
| Internal Auditor          | EC06 - Org.Object Copier: Division             | 1     |
| SAP Support               | EC06 - Org.Object Copier: Division             | 1     |
| External Auditor          | EC07 - Org.Object Copier: Shipping Point       | 1     |
| Finance Reporting Officer | EC07 - Org.Object Copier: Shipping Point       | 1     |
| Financial Reporting Manag | EC07 - Org.Object Copier: Shipping Point       | 1     |
| Financial Reporting Offic | EC07 - Org.Object Copier: Shipping Point       | 1     |
| Financial Reporting Senio | EC07 - Org.Object Copier: Shipping Point       | 1     |
| Internal Auditor          | EC07 - Org.Object Copier: Shipping Point       | 1     |
| SAP Support               | EC07 - Org.Object Copier: Shipping Point       | 1     |
| External Auditor          | EC11 - Org.Object Copier: Personnel Subarea    | 1     |
| Finance Reporting Officer | EC11 - Org.Object Copier: Personnel Subarea    | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | EC11 - Org.Object Copier: Personnel Subarea    | 1     |
| Financial Reporting Offic | EC11 - Org.Object Copier: Personnel Subarea    | 1     |
| Financial Reporting Senio | EC11 - Org.Object Copier: Personnel<br>Subarea | 1     |
| Internal Auditor          | EC11 - Org.Object Copier: Personnel<br>Subarea | 1     |
| SAP Support               | EC11 - Org.Object Copier: Personnel<br>Subarea | 1     |
| External Auditor          | EC16 - Org.Object Copier: Controlling Area     | 1     |
| Finance Reporting Officer | EC16 - Org.Object Copier: Controlling Area     | 1     |
| Financial Reporting Manag | EC16 - Org.Object Copier: Controlling Area     | 1     |
| Financial Reporting Offic | EC16 - Org.Object Copier: Controlling Area     | 1     |
| Financial Reporting Senio | EC16 - Org.Object Copier: Controlling Area     | 1     |
| Internal Auditor          | EC16 - Org.Object Copier: Controlling Area     | 1     |
| SAP Support               | EC16 - Org.Object Copier: Controlling Area     | 1     |
| Accounting Administrator  | F.01 - ABAP Report: Financial Statements       | 1     |
| Accounting Manager        | F.01 - ABAP Report: Financial Statements       | 1     |
| Accounting Officer        | F.01 - ABAP Report: Financial Statements       | 1     |
| AP & AR Control Superviso | F.01 - ABAP Report: Financial Statements       | 1     |
| Budget & Control Supervis | F.01 - ABAP Report: Financial Statements       | 1     |
| Budget Officer            | F.01 - ABAP Report: Financial Statements       | 1     |
| External Auditor          | F.01 - ABAP Report: Financial Statements       | 1     |
| Finance & Adm General Man | F.01 - ABAP Report: Financial Statements       | 1     |
| Finance Admin             | F.01 - ABAP Report: Financial Statements       | 1     |
| Finance Rep. & Analyst Ma | F.01 - ABAP Report: Financial Statements       | 1     |
| Finance Reporting Officer | F.01 - ABAP Report: Financial Statements       | 1     |
| Financial & Accounting Su | F.01 - ABAP Report: Financial Statements       | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Control Departm | F.01 - ABAP Report: Financial<br>Statements | 1     |
| Financial Reporting Manag | F.01 - ABAP Report: Financial<br>Statements | 1     |
| Financial Reporting Offic | F.01 - ABAP Report: Financial Statements    | 1     |
| Financial Reporting Senio | F.01 - ABAP Report: Financial Statements    | 1     |
| Financial Reporting Super | F.01 - ABAP Report: Financial Statements    | 1     |
| Gen. Accounting Superviso | F.01 - ABAP Report: Financial Statements    | 1     |
| Internal Auditor          | F.01 - ABAP Report: Financial Statements    | 1     |
| Managerial Reporting Supe | F.01 - ABAP Report: Financial Statements    | 1     |
| MGM_REP                   | F.01 - ABAP Report: Financial Statements    | 1     |
| Mgt Reporting & Budget Se | F.01 - ABAP Report: Financial Statements    | 1     |
| President Director        | F.01 - ABAP Report: Financial Statements    | 1     |
| SAP Support               | F.01 - ABAP Report: Financial Statements    | 1     |
| Accounting Administrator  | F.07 - G/L: Balance Carryforward            | 1     |
| Accounting Manager        | F.07 - G/L: Balance Carryforward            | 1     |
| Accounting Officer        | F.07 - G/L: Balance Carryforward            | 1     |
| AP & AR Control Superviso | F.07 - G/L: Balance Carryforward            | 1     |
| Finance & Adm General Man | F.07 - G/L: Balance Carryforward            | 1     |
| Finance Admin             | F.07 - G/L: Balance Carryforward            | 1     |
| Finance Rep. & Analyst Ma | F.07 - G/L: Balance Carryforward            | 1     |
| Finance Reporting Officer | F.07 - G/L: Balance Carryforward            | 1     |
| Financial & Accounting Su | F.07 - G/L: Balance Carryforward            | 1     |
| Financial Control Departm | F.07 - G/L: Balance Carryforward            | 1     |
| Financial Reporting Manag | F.07 - G/L: Balance Carryforward            | 1     |
| Financial Reporting Offic | F.07 - G/L: Balance Carryforward            | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Financial Reporting Senio | F.07 - G/L: Balance Carryforward | 1     |
| Financial Reporting Super | F.07 - G/L: Balance Carryforward | 1     |
| Gen. Accounting Superviso | F.07 - G/L: Balance Carryforward | 1     |
| Accounting & Tax Officer  | F.08 - G/L: Account Balances     | 1     |
| Accounting Administrator  | F.08 - G/L: Account Balances     | 1     |
| Accounting Manager        | F.08 - G/L: Account Balances     | 1     |
| Accounting Officer        | F.08 - G/L: Account Balances     | 1     |
| Administration Staff      | F.08 - G/L: Account Balances     | 1     |
| AP & AR Control Superviso | F.08 - G/L: Account Balances     | 1     |
| AP Control Manager        | F.08 - G/L: Account Balances     | 1     |
| AR Control Superintendent | F.08 - G/L: Account Balances     | 1     |
| AR NON Trade Control Serv | F.08 - G/L: Account Balances     | 1     |
| AR Officer                | F.08 - G/L: Account Balances     | 1     |
| AR Trade Control Service  | F.08 - G/L: Account Balances     | 1     |
| Budget & Control Supervis | F.08 - G/L: Account Balances     | 1     |
| Budget Officer            | F.08 - G/L: Account Balances     | 1     |
| Default position          | F.08 - G/L: Account Balances     | 1     |
| Finance & Adm General Man | F.08 - G/L: Account Balances     | 1     |
| Finance Admin             | F.08 - G/L: Account Balances     | 1     |
| Finance Rep. & Analyst Ma | F.08 - G/L: Account Balances     | 1     |
| Finance Reporting Officer | F.08 - G/L: Account Balances     | 1     |
| Financial & Accounting Su | F.08 - G/L: Account Balances     | 1     |
| Financial Control Departm | F.08 - G/L: Account Balances     | 1     |
| Financial Reporting Manag | F.08 - G/L: Account Balances     | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | F.08 - G/L: Account Balances                  | 1     |
| Financial Reporting Senio | F.08 - G/L: Account Balances                  | 1     |
| Financial Reporting Super | F.08 - G/L: Account Balances                  | 1     |
| Gen. Accounting Superviso | F.08 - G/L: Account Balances                  | 1     |
| Managerial Reporting Supe | F.08 - G/L: Account Balances                  | 1     |
| MGM_REP                   | F.08 - G/L: Account Balances                  | 1     |
| Mgt Reporting & Budget Se | F.08 - G/L: Account Balances                  | 1     |
| President Director        | F.08 - G/L: Account Balances                  | 1     |
| Tax Manager               | F.08 - G/L: Account Balances                  | 1     |
| Tax Officer               | F.08 - G/L: Account Balances                  | 1     |
| Accounting Administrator  | F.13 - Automatic Clearing without<br>Currency | 1     |
| Accounting Manager        | F.13 - Automatic Clearing without<br>Currency | 1     |
| Accounting Officer        | F.13 - Automatic Clearing without Currency    | 1     |
| AP & AR Control Superviso | F.13 - Automatic Clearing without Currency    | 1     |
| Bank & Trade Finance Mana | F.13 - Automatic Clearing without Currency    | 1     |
| Finance & Adm General Man | F.13 - Automatic Clearing without Currency    | 1     |
| Finance Admin             | F.13 - Automatic Clearing without Currency    | 1     |
| Finance Rep. & Analyst Ma | F.13 - Automatic Clearing without Currency    | 1     |
| Finance Reporting Officer | F.13 - Automatic Clearing without Currency    | 1     |
| Financial & Accounting Su | F.13 - Automatic Clearing without Currency    | 1     |
| Financial Control Departm | F.13 - Automatic Clearing without Currency    | 1     |
| Financial Reporting Manag | F.13 - Automatic Clearing without Currency    | 1     |
| Financial Reporting Offic | F.13 - Automatic Clearing without Currency    | 1     |
| Financial Reporting Senio | F.13 - Automatic Clearing without Currency    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Super | F.13 - Automatic Clearing without Currency    | 1     |
| Gen. Accounting Superviso | F.13 - Automatic Clearing without<br>Currency | 1     |
| President Director        | F.13 - Automatic Clearing without<br>Currency | 1     |
| Treasury & Bangking Manag | F.13 - Automatic Clearing without Currency    | 1     |
| Accounting Administrator  | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Accounting Manager        | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Accounting Officer        | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| AP & AR Control Superviso | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Finance & Adm General Man | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Finance Admin             | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Finance Rep. & Analyst Ma | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Finance Reporting Officer | F.14 - ABAP/4 Report: Recurring<br>Entries    | 1     |
| Financial & Accounting Su | F.14 - ABAP/4 Report: Recurring<br>Entries    | 1     |
| Financial Control Departm | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Financial Reporting Manag | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Financial Reporting Offic | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Financial Reporting Senio | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Financial Reporting Super | F.14 - ABAP/4 Report: Recurring Entries       | 1     |
| Gen. Accounting Superviso | F.14 - ABAP/4 Report: Recurring<br>Entries    | 1     |
| President Director        | F.14 - ABAP/4 Report: Recurring<br>Entries    | 1     |
| Accounting Administrator  | F.15 - ABAP/4 Report: List<br>Recurr.Entries  | 1     |
| Accounting Manager        | F.15 - ABAP/4 Report: List<br>Recurr.Entries  | 1     |
| Accounting Officer        | F.15 - ABAP/4 Report: List<br>Recurr.Entries  | 1     |
| AP & AR Control Superviso | F.15 - ABAP/4 Report: List<br>Recurr.Entries  | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Finance Admin             | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Finance Rep. & Analyst Ma | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Finance Reporting Officer | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Financial & Accounting Su | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Financial Control Departm | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Financial Reporting Manag | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Financial Reporting Offic | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Financial Reporting Senio | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Financial Reporting Super | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| Gen. Accounting Superviso | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| President Director        | F.15 - ABAP/4 Report: List<br>Recurr.Entries | 1     |
| SAP Support               | F.20 - A/R: Account List                     | 1     |
| Accounting & Tax Officer  | F.21 - A/R: Open Items                       | 1     |
| Accounting Administrator  | F.21 - A/R: Open Items                       | 1     |
| Accounting Manager        | F.21 - A/R: Open Items                       | 1     |
| Accounting Officer        | F.21 - A/R: Open Items                       | 1     |
| Administration Staff      | F.21 - A/R: Open Items                       | 1     |
| AP & AR Control Superviso | F.21 - A/R: Open Items                       | 1     |
| AP Control Manager        | F.21 - A/R: Open Items                       | 1     |
| AR Control Superintendent | F.21 - A/R: Open Items                       | 1     |
| AR NON Trade Control Serv | F.21 - A/R: Open Items                       | 1     |
| AR Officer                | F.21 - A/R: Open Items                       | 1     |
| AR Trade Control Service  | F.21 - A/R: Open Items                       | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| Budget & Control Supervis | F.21 - A/R: Open Items | 1     |
| Budget Officer            | F.21 - A/R: Open Items | 1     |
| Default position          | F.21 - A/R: Open Items | 1     |
| Finance & Adm General Man | F.21 - A/R: Open Items | 1     |
| Finance Admin             | F.21 - A/R: Open Items | 1     |
| Finance Rep. & Analyst Ma | F.21 - A/R: Open Items | 1     |
| Finance Reporting Officer | F.21 - A/R: Open Items | 1     |
| Financial & Accounting Su | F.21 - A/R: Open Items | 1     |
| Financial Control Departm | F.21 - A/R: Open Items | 1     |
| Financial Reporting Manag | F.21 - A/R: Open Items | 1     |
| Financial Reporting Offic | F.21 - A/R: Open Items | 1     |
| Financial Reporting Senio | F.21 - A/R: Open Items | 1     |
| Financial Reporting Super | F.21 - A/R: Open Items | 1     |
| Gen. Accounting Superviso | F.21 - A/R: Open Items | 1     |
| Managerial Reporting Supe | F.21 - A/R: Open Items | 1     |
| MGM_REP                   | F.21 - A/R: Open Items | 1     |
| Mgt Reporting & Budget Se | F.21 - A/R: Open Items | 1     |
| President Director        | F.21 - A/R: Open Items | 1     |
| Tax Manager               | F.21 - A/R: Open Items | 1     |
| Tax Officer               | F.21 - A/R: Open Items | 1     |
| Accounting & Tax Officer  | F.41 - A/P: Open Items | 1     |
| Accounting Administrator  | F.41 - A/P: Open Items | 1     |
| Accounting Manager        | F.41 - A/P: Open Items | 1     |
| Accounting Officer        | F.41 - A/P: Open Items | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| Administration Staff      | F.41 - A/P: Open Items | 1     |
| AP & AR Control Superviso | F.41 - A/P: Open Items | 1     |
| AP Control Manager        | F.41 - A/P: Open Items | 1     |
| AR Control Superintendent | F.41 - A/P: Open Items | 1     |
| AR NON Trade Control Serv | F.41 - A/P: Open Items | 1     |
| AR Officer                | F.41 - A/P: Open Items | 1     |
| AR Trade Control Service  | F.41 - A/P: Open Items | 1     |
| Budget & Control Supervis | F.41 - A/P: Open Items | 1     |
| Budget Officer            | F.41 - A/P: Open Items | 1     |
| Default position          | F.41 - A/P: Open Items | 1     |
| Finance & Adm General Man | F.41 - A/P: Open Items | 1     |
| Finance Admin             | F.41 - A/P: Open Items | 1     |
| Finance Rep. & Analyst Ma | F.41 - A/P: Open Items | 1     |
| Finance Reporting Officer | F.41 - A/P: Open Items | 1     |
| Financial & Accounting Su | F.41 - A/P: Open Items | 1     |
| Financial Control Departm | F.41 - A/P: Open Items | 1     |
| Financial Reporting Manag | F.41 - A/P: Open Items | 1     |
| Financial Reporting Offic | F.41 - A/P: Open Items | 1     |
| Financial Reporting Senio | F.41 - A/P: Open Items | 1     |
| Financial Reporting Super | F.41 - A/P: Open Items | 1     |
| Gen. Accounting Superviso | F.41 - A/P: Open Items | 1     |
| Managerial Reporting Supe | F.41 - A/P: Open Items | 1     |
| MGM_REP                   | F.41 - A/P: Open Items | 1     |
| Mgt Reporting & Budget Se | F.41 - A/P: Open Items | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| President Director        | F.41 - A/P: Open Items                     | 1     |
| Tax Manager               | F.41 - A/P: Open Items                     | 1     |
| Tax Officer               | F.41 - A/P: Open Items                     | 1     |
| Accounting & Tax Officer  | F.54 - G/L: Structured Account Balances    | 1     |
| Accounting Administrator  | F.54 - G/L: Structured Account<br>Balances | 1     |
| Accounting Manager        | F.54 - G/L: Structured Account Balances    | 1     |
| Accounting Officer        | F.54 - G/L: Structured Account Balances    | 1     |
| Administration Staff      | F.54 - G/L: Structured Account Balances    | 1     |
| AP & AR Control Superviso | F.54 - G/L: Structured Account<br>Balances | 1     |
| AP Control Manager        | F.54 - G/L: Structured Account<br>Balances | 1     |
| AR Control Superintendent | F.54 - G/L: Structured Account Balances    | 1     |
| AR NON Trade Control Serv | F.54 - G/L: Structured Account Balances    | 1     |
| AR Officer                | F.54 - G/L: Structured Account Balances    | 1     |
| AR Trade Control Service  | F.54 - G/L: Structured Account Balances    | 1     |
| Budget & Control Supervis | F.54 - G/L: Structured Account Balances    | 1     |
| Budget Officer            | F.54 - G/L: Structured Account Balances    | 1     |
| Default position          | F.54 - G/L: Structured Account<br>Balances | 1     |
| Finance & Adm General Man | F.54 - G/L: Structured Account Balances    | 1     |
| Finance Admin             | F.54 - G/L: Structured Account Balances    | 1     |
| Finance Rep. & Analyst Ma | F.54 - G/L: Structured Account<br>Balances | 1     |
| Finance Reporting Officer | F.54 - G/L: Structured Account<br>Balances | 1     |
| Financial & Accounting Su | F.54 - G/L: Structured Account<br>Balances | 1     |
| Financial Control Departm | F.54 - G/L: Structured Account<br>Balances | 1     |
| Financial Reporting Manag | F.54 - G/L: Structured Account<br>Balances | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | F.54 - G/L: Structured Account Balances     | 1     |
| Financial Reporting Senio | F.54 - G/L: Structured Account<br>Balances  | 1     |
| Financial Reporting Super | F.54 - G/L: Structured Account<br>Balances  | 1     |
| Gen. Accounting Superviso | F.54 - G/L: Structured Account Balances     | 1     |
| Managerial Reporting Supe | F.54 - G/L: Structured Account<br>Balances  | 1     |
| MGM_REP                   | F.54 - G/L: Structured Account<br>Balances  | 1     |
| Mgt Reporting & Budget Se | F.54 - G/L: Structured Account Balances     | 1     |
| President Director        | F.54 - G/L: Structured Account Balances     | 1     |
| Tax Manager               | F.54 - G/L: Structured Account<br>Balances  | 1     |
| Tax Officer               | F.54 - G/L: Structured Account<br>Balances  | 1     |
| Accounting Manager        | F.56 - Delete Recurring Entry Documents     | 1     |
| Finance & Adm General Man | F.56 - Delete Recurring Entry Documents     | 1     |
| Finance Rep. & Analyst Ma | F.56 - Delete Recurring Entry Documents     | 1     |
| Financial Control Departm | F.56 - Delete Recurring Entry Documents     | 1     |
| Financial Reporting Manag | F.56 - Delete Recurring Entry Documents     | 1     |
| SAP Support               | F.58 - OI Bal.Audit Trail: fr.Document File | 1     |
| Accounting Administrator  | F.80 - Mass Reversal of Documents           | 1     |
| Accounting Manager        | F.80 - Mass Reversal of Documents           | 1     |
| Accounting Officer        | F.80 - Mass Reversal of Documents           | 1     |
| Finance & Adm General Man | F.80 - Mass Reversal of Documents           | 1     |
| Finance Admin             | F.80 - Mass Reversal of Documents           | 1     |
| Finance Rep. & Analyst Ma | F.80 - Mass Reversal of Documents           | 1     |
| Financial & Accounting Su | F.80 - Mass Reversal of Documents           | 1     |
| Financial Control Departm | F.80 - Mass Reversal of Documents           | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | F.80 - Mass Reversal of Documents           | 1     |
| Financial Reporting Super | F.80 - Mass Reversal of Documents           | 1     |
| Gen. Accounting Superviso | F.80 - Mass Reversal of Documents           | 1     |
| Accounting Administrator  | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Accounting Manager        | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Accounting Officer        | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| AP & AR Control Superviso | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Finance & Adm General Man | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Finance Admin             | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Finance Rep. & Analyst Ma | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Finance Reporting Officer | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Financial & Accounting Su | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Financial Control Departm | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Financial Reporting Manag | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Financial Reporting Offic | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Financial Reporting Senio | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Financial Reporting Super | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Gen. Accounting Superviso | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| President Director        | F.81 - Reverse Posting for Accr./Defer.Docs | 1     |
| Accounting Administrator  | F-02 - Enter G/L Account Posting            | 1     |
| Accounting Manager        | F-02 - Enter G/L Account Posting            | 1     |
| Accounting Officer        | F-02 - Enter G/L Account Posting            | 1     |
| AP & AR Control Superviso | F-02 - Enter G/L Account Posting            | 1     |
| Bank & Trade Finance Mana | F-02 - Enter G/L Account Posting            | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance & Adm General Man | F-02 - Enter G/L Account Posting | 1     |
| Finance Admin             | F-02 - Enter G/L Account Posting | 1     |
| Finance Rep. & Analyst Ma | F-02 - Enter G/L Account Posting | 1     |
| Finance Reporting Officer | F-02 - Enter G/L Account Posting | 1     |
| Financial & Accounting Su | F-02 - Enter G/L Account Posting | 1     |
| Financial Control Departm | F-02 - Enter G/L Account Posting | 1     |
| Financial Reporting Manag | F-02 - Enter G/L Account Posting | 1     |
| Financial Reporting Offic | F-02 - Enter G/L Account Posting | 1     |
| Financial Reporting Senio | F-02 - Enter G/L Account Posting | 1     |
| Financial Reporting Super | F-02 - Enter G/L Account Posting | 1     |
| Gen. Accounting Superviso | F-02 - Enter G/L Account Posting | 1     |
| President Director        | F-02 - Enter G/L Account Posting | 1     |
| Trade Finance Officer     | F-02 - Enter G/L Account Posting | 1     |
| Treasury & Bangking Manag | F-02 - Enter G/L Account Posting | 1     |
| Treasury Superintendent   | F-02 - Enter G/L Account Posting | 1     |
| Accounting Administrator  | F-03 - Clear G/L Account         | 1     |
| Accounting Manager        | F-03 - Clear G/L Account         | 1     |
| Accounting Officer        | F-03 - Clear G/L Account         | 1     |
| AP & AR Control Superviso | F-03 - Clear G/L Account         | 1     |
| AP Controller             | F-03 - Clear G/L Account         | 1     |
| Finance & Adm General Man | F-03 - Clear G/L Account         | 1     |
| Finance Admin             | F-03 - Clear G/L Account         | 1     |
| Finance Rep. & Analyst Ma | F-03 - Clear G/L Account         | 1     |
| Finance Reporting Officer | F-03 - Clear G/L Account         | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Financial & Accounting Su | F-03 - Clear G/L Account  | 1     |
| Financial Control Departm | F-03 - Clear G/L Account  | 1     |
| Financial Reporting Manag | F-03 - Clear G/L Account  | 1     |
| Financial Reporting Offic | F-03 - Clear G/L Account  | 1     |
| Financial Reporting Senio | F-03 - Clear G/L Account  | 1     |
| Financial Reporting Super | F-03 - Clear G/L Account  | 1     |
| Gen. Accounting Superviso | F-03 - Clear G/L Account  | 1     |
| President Director        | F-03 - Clear G/L Account  | 1     |
| Accounting & Tax Officer  | F-04 - Post with Clearing | 1     |
| Accounting Administrator  | F-04 - Post with Clearing | 1     |
| Accounting Manager        | F-04 - Post with Clearing | 1     |
| Accounting Officer        | F-04 - Post with Clearing | 1     |
| Administration Staff      | F-04 - Post with Clearing | 1     |
| AP & AR Control Superviso | F-04 - Post with Clearing | 1     |
| AP Controller             | F-04 - Post with Clearing | 1     |
| AR Control Superintendent | F-04 - Post with Clearing | 1     |
| Bank & Trade Finance Mana | F-04 - Post with Clearing | 1     |
| Default position          | F-04 - Post with Clearing | 1     |
| Finance & Adm General Man | F-04 - Post with Clearing | 1     |
| Finance Admin             | F-04 - Post with Clearing | 1     |
| Finance Rep. & Analyst Ma | F-04 - Post with Clearing | 1     |
| Finance Reporting Officer | F-04 - Post with Clearing | 1     |
| Financial & Accounting Su | F-04 - Post with Clearing | 1     |
| Financial Control Departm | F-04 - Post with Clearing | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | F-04 - Post with Clearing              | 1     |
| Financial Reporting Offic | F-04 - Post with Clearing              | 1     |
| Financial Reporting Senio | F-04 - Post with Clearing              | 1     |
| Financial Reporting Super | F-04 - Post with Clearing              | 1     |
| Gen. Accounting Superviso | F-04 - Post with Clearing              | 1     |
| President Director        | F-04 - Post with Clearing              | 1     |
| Tax Manager               | F-04 - Post with Clearing              | 1     |
| Tax Officer               | F-04 - Post with Clearing              | 1     |
| Treasury & Bangking Manag | F-04 - Post with Clearing              | 1     |
| Accounting Administrator  | F-05 - Post Foreign Currency Valuation | 1     |
| Accounting Manager        | F-05 - Post Foreign Currency Valuation | 1     |
| Accounting Officer        | F-05 - Post Foreign Currency Valuation | 1     |
| AP & AR Control Superviso | F-05 - Post Foreign Currency Valuation | 1     |
| Finance & Adm General Man | F-05 - Post Foreign Currency Valuation | 1     |
| Finance Admin             | F-05 - Post Foreign Currency Valuation | 1     |
| Finance Rep. & Analyst Ma | F-05 - Post Foreign Currency Valuation | 1     |
| Finance Reporting Officer | F-05 - Post Foreign Currency Valuation | 1     |
| Financial & Accounting Su | F-05 - Post Foreign Currency Valuation | 1     |
| Financial Control Departm | F-05 - Post Foreign Currency Valuation | 1     |
| Financial Reporting Manag | F-05 - Post Foreign Currency Valuation | 1     |
| Financial Reporting Offic | F-05 - Post Foreign Currency Valuation | 1     |
| Financial Reporting Senio | F-05 - Post Foreign Currency Valuation | 1     |
| Financial Reporting Super | F-05 - Post Foreign Currency Valuation | 1     |
| Gen. Accounting Superviso | F-05 - Post Foreign Currency Valuation | 1     |

| HR Position                    | Code Matrix                            | Count |
|--------------------------------|--|-------|
| President Director             | F-05 - Post Foreign Currency Valuation | 1     |
| Bank & Trade Finance Mana      | F-07 - Post Outgoing Payments          | 1     |
| Financial Control Departm      | F-07 - Post Outgoing Payments          | 1     |
| Treasury & Bangking Manag      | F-07 - Post Outgoing Payments          | 1     |
| Accounting Officer             | F-26 - Incoming Payments Fast Entry    | 1     |
| Bank & Trade Finance Mana      | F-26 - Incoming Payments Fast Entry    | 1     |
| Bank Rels. Officer & Cash      | F-26 - Incoming Payments Fast Entry    | 1     |
| Cash Management Officer        | F-26 - Incoming Payments Fast Entry    | 1     |
| Finance Admin                  | F-26 - Incoming Payments Fast Entry    | 1     |
| Financial & Accounting Su      | F-26 - Incoming Payments Fast Entry    | 1     |
| Financial Control Departm      | F-26 - Incoming Payments Fast Entry    | 1     |
| Trade Finance Admin.           | F-26 - Incoming Payments Fast Entry    | 1     |
| Trade Finance Officer          | F-26 - Incoming Payments Fast Entry    | 1     |
| Treasury & Bangking Manag      | F-26 - Incoming Payments Fast Entry    | 1     |
| Treasury Settlement Offic      | F-26 - Incoming Payments Fast Entry    | 1     |
| Treasury Superintendent        | F-26 - Incoming Payments Fast Entry    | 1     |
| Accounting Officer             | F-28 - Post Incoming Payments          | 1     |
| Bank & Trade Finance Mana      | F-28 - Post Incoming Payments          | 1     |
| Bank Rels. Officer & Cash      | F-28 - Post Incoming Payments          | 1     |
| Cash Management Administration | F-28 - Post Incoming Payments          | 1     |
| Cash Management Officer        | F-28 - Post Incoming Payments          | 1     |
| Finance Admin                  | F-28 - Post Incoming Payments          | 1     |
| Financial & Accounting Su      | F-28 - Post Incoming Payments          | 1     |
| Financial Control Departm      | F-28 - Post Incoming Payments          | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| HR & GA Manager - JKT     | F-28 - Post Incoming Payments     | 1     |
| Trade Finance Admin.      | F-28 - Post Incoming Payments     | 1     |
| Trade Finance Officer     | F-28 - Post Incoming Payments     | 1     |
| Treasury & Bangking Manag | F-28 - Post Incoming Payments     | 1     |
| Treasury Administration   | F-28 - Post Incoming Payments     | 1     |
| Treasury Settlement Offic | F-28 - Post Incoming Payments     | 1     |
| Treasury Superintendent   | F-28 - Post Incoming Payments     | 1     |
| Accounting Officer        | F-29 - Post Customer Down Payment | 1     |
| Bank & Trade Finance Mana | F-29 - Post Customer Down Payment | 1     |
| Bank Rels. Officer & Cash | F-29 - Post Customer Down Payment | 1     |
| Cash Management Officer   | F-29 - Post Customer Down Payment | 1     |
| Finance Admin             | F-29 - Post Customer Down Payment | 1     |
| Financial & Accounting Su | F-29 - Post Customer Down Payment | 1     |
| Financial Control Departm | F-29 - Post Customer Down Payment | 1     |
| Trade Finance Admin.      | F-29 - Post Customer Down Payment | 1     |
| Trade Finance Officer     | F-29 - Post Customer Down Payment | 1     |
| Treasury & Bangking Manag | F-29 - Post Customer Down Payment | 1     |
| Treasury Settlement Offic | F-29 - Post Customer Down Payment | 1     |
| Treasury Superintendent   | F-29 - Post Customer Down Payment | 1     |
| Accounting Administrator  | F-32 - Clear Customer             | 1     |
| Accounting Manager        | F-32 - Clear Customer             | 1     |
| Accounting Officer        | F-32 - Clear Customer             | 1     |
| AP & AR Control Superviso | F-32 - Clear Customer             | 1     |
| Finance & Adm General Man | F-32 - Clear Customer             | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Finance Admin             | F-32 - Clear Customer              | 1     |
| Finance Rep. & Analyst Ma | F-32 - Clear Customer              | 1     |
| Finance Reporting Officer | F-32 - Clear Customer              | 1     |
| Financial & Accounting Su | F-32 - Clear Customer              | 1     |
| Financial Control Departm | F-32 - Clear Customer              | 1     |
| Financial Reporting Manag | F-32 - Clear Customer              | 1     |
| Financial Reporting Offic | F-32 - Clear Customer              | 1     |
| Financial Reporting Senio | F-32 - Clear Customer              | 1     |
| Financial Reporting Super | F-32 - Clear Customer              | 1     |
| Gen. Accounting Superviso | F-32 - Clear Customer              | 1     |
| President Director        | F-32 - Clear Customer              | 1     |
| Accounting Administrator  | F-39 - Clear Customer Down Payment | 1     |
| Accounting Manager        | F-39 - Clear Customer Down Payment | 1     |
| Accounting Officer        | F-39 - Clear Customer Down Payment | 1     |
| AP & AR Control Superviso | F-39 - Clear Customer Down Payment | 1     |
| AP Control Manager        | F-39 - Clear Customer Down Payment | 1     |
| AR Control Superintendent | F-39 - Clear Customer Down Payment | 1     |
| Finance & Adm General Man | F-39 - Clear Customer Down Payment | 1     |
| Finance Admin             | F-39 - Clear Customer Down Payment | 1     |
| Finance Rep. & Analyst Ma | F-39 - Clear Customer Down Payment | 1     |
| Finance Reporting Officer | F-39 - Clear Customer Down Payment | 1     |
| Financial & Accounting Su | F-39 - Clear Customer Down Payment | 1     |
| Financial Control Departm | F-39 - Clear Customer Down Payment | 1     |
| Financial Reporting Manag | F-39 - Clear Customer Down Payment | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Offic | F-39 - Clear Customer Down Payment | 1     |
| Financial Reporting Senio | F-39 - Clear Customer Down Payment | 1     |
| Financial Reporting Super | F-39 - Clear Customer Down Payment | 1     |
| Gen. Accounting Superviso | F-39 - Clear Customer Down Payment | 1     |
| President Director        | F-39 - Clear Customer Down Payment | 1     |
| Accounting Administrator  | F-44 - Clear Vendor                | 1     |
| Accounting Officer        | F-44 - Clear Vendor                | 1     |
| AP & AR Control Superviso | F-44 - Clear Vendor                | 1     |
| AP Control Manager        | F-44 - Clear Vendor                | 1     |
| AP Control Superintendent | F-44 - Clear Vendor                | 1     |
| AP Controller             | F-44 - Clear Vendor                | 1     |
| AR Control Superintendent | F-44 - Clear Vendor                | 1     |
| Finance Admin             | F-44 - Clear Vendor                | 1     |
| Finance Reporting Officer | F-44 - Clear Vendor                | 1     |
| Financial & Accounting Su | F-44 - Clear Vendor                | 1     |
| Financial Control Departm | F-44 - Clear Vendor                | 1     |
| Financial Reporting Manag | F-44 - Clear Vendor                | 1     |
| Financial Reporting Offic | F-44 - Clear Vendor                | 1     |
| Financial Reporting Senio | F-44 - Clear Vendor                | 1     |
| Financial Reporting Super | F-44 - Clear Vendor                | 1     |
| Gen. Accounting Superviso | F-44 - Clear Vendor                | 1     |
| Trade Finance Admin.      | F-44 - Clear Vendor                | 1     |
| Trade Finance Officer     | F-44 - Clear Vendor                | 1     |
| Accounting Administrator  | F-47 - Down Payment Request        | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| Accounting Manager              | F-47 - Down Payment Request | 1     |
| Accounting Officer              | F-47 - Down Payment Request | 1     |
| Administration Staff            | F-47 - Down Payment Request | 1     |
| Bank Rels. Officer & Cash       | F-47 - Down Payment Request | 1     |
| Cash Management Administration  | F-47 - Down Payment Request | 1     |
| Claim & Compensation Admi       | F-47 - Down Payment Request | 1     |
| ComDev Admin & Logistic         | F-47 - Down Payment Request | 1     |
| Commuication & Relation Officer | F-47 - Down Payment Request | 1     |
| Community Rel Admin Suppo       | F-47 - Down Payment Request | 1     |
| Corporate Affairs Officer       | F-47 - Down Payment Request | 1     |
| Crewing Officer                 | F-47 - Down Payment Request | 1     |
| Default position                | F-47 - Down Payment Request | 1     |
| ER & LM Admin Officer           | F-47 - Down Payment Request | 1     |
| Executive Secretary             | F-47 - Down Payment Request | 1     |
| Finance Admin                   | F-47 - Down Payment Request | 1     |
| Finance Analyst                 | F-47 - Down Payment Request | 1     |
| Finance Rep. & Analyst Ma       | F-47 - Down Payment Request | 1     |
| Finance Reporting Officer       | F-47 - Down Payment Request | 1     |
| Financial & Accounting Su       | F-47 - Down Payment Request | 1     |
| Financial Control Departm       | F-47 - Down Payment Request | 1     |
| Financial Reporting Manag       | F-47 - Down Payment Request | 1     |
| Financial Reporting Offic       | F-47 - Down Payment Request | 1     |
| Financial Reporting Senio       | F-47 - Down Payment Request | 1     |
| Financial Reporting Super       | F-47 - Down Payment Request | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| GA Officer                | F-47 - Down Payment Request | 1     |
| GA Staff JKT              | F-47 - Down Payment Request | 1     |
| GA Supervisor             | F-47 - Down Payment Request | 1     |
| Gen. Accounting Superviso | F-47 - Down Payment Request | 1     |
| Geology & Exploration Sup | F-47 - Down Payment Request | 1     |
| HSE General Admin         | F-47 - Down Payment Request | 1     |
| Infrastructure Dev. Plan  | F-47 - Down Payment Request | 1     |
| Internal Audit            | F-47 - Down Payment Request | 1     |
| Lati Port Supervisor      | F-47 - Down Payment Request | 1     |
| Legal & Compliance Admin  | F-47 - Down Payment Request | 1     |
| Legal Officer             | F-47 - Down Payment Request | 1     |
| Marine Support Officer    | F-47 - Down Payment Request | 1     |
| Marketing & Transp. Admin | F-47 - Down Payment Request | 1     |
| Payment & Bank Reconsile  | F-47 - Down Payment Request | 1     |
| Payroll Admin             | F-47 - Down Payment Request | 1     |
| Planning & Design Eng.    | F-47 - Down Payment Request | 1     |
| Port Engineer             | F-47 - Down Payment Request | 1     |
| PQDC Officer              | F-47 - Down Payment Request | 1     |
| President Director        | F-47 - Down Payment Request | 1     |
| Procurement Officer       | F-47 - Down Payment Request | 1     |
| Procurement Staff         | F-47 - Down Payment Request | 1     |
| Project Administration    | F-47 - Down Payment Request | 1     |
| Project Officer           | F-47 - Down Payment Request | 1     |
| Purchasing Officer        | F-47 - Down Payment Request | 1     |

| HR Position                   | Code Matrix                 | Count |
|-------------------------------|-----------------------------|-------|
| Recruit & Assessment Offi     | F-47 - Down Payment Request | 1     |
| Sambarata Port Supervisor     | F-47 - Down Payment Request | 1     |
| Secretary Officer             | F-47 - Down Payment Request | 1     |
| Shipment Admin Officer        | F-47 - Down Payment Request | 1     |
| Shipping Admin                | F-47 - Down Payment Request | 1     |
| Shipping Admin Officer        | F-47 - Down Payment Request | 1     |
| Shipping Administration Staff | F-47 - Down Payment Request | 1     |
| Shipping Legal                | F-47 - Down Payment Request | 1     |
| Suaran Port Supervisor        | F-47 - Down Payment Request | 1     |
| Support Administrator Off     | F-47 - Down Payment Request | 1     |
| Supporting Infr. Dev. Sup     | F-47 - Down Payment Request | 1     |
| Trade Finance Officer         | F-47 - Down Payment Request | 1     |
| Transhipment Supervisor       | F-47 - Down Payment Request | 1     |
| Transport Analyst             | F-47 - Down Payment Request | 1     |
| Travelling & Claim Admin      | F-47 - Down Payment Request | 1     |
| Treasury Administration       | F-47 - Down Payment Request | 1     |
| SAP Support                   | F48A - Document Archiving   | 1     |
| Accounting Administrator      | F-51 - Post with Clearing   | 1     |
| Accounting Manager            | F-51 - Post with Clearing   | 1     |
| Accounting Officer            | F-51 - Post with Clearing   | 1     |
| AP & AR Control Superviso     | F-51 - Post with Clearing   | 1     |
| Finance & Adm General Man     | F-51 - Post with Clearing   | 1     |
| Finance Admin                 | F-51 - Post with Clearing   | 1     |
| Finance Rep. & Analyst Ma     | F-51 - Post with Clearing   | 1     |

| HR Position                    | Code Matrix                   | Count |
|--------------------------------|-------------------------------|-------|
| Finance Reporting Officer      | F-51 - Post with Clearing     | 1     |
| Financial & Accounting Su      | F-51 - Post with Clearing     | 1     |
| Financial Control Departm      | F-51 - Post with Clearing     | 1     |
| Financial Reporting Manag      | F-51 - Post with Clearing     | 1     |
| Financial Reporting Offic      | F-51 - Post with Clearing     | 1     |
| Financial Reporting Senio      | F-51 - Post with Clearing     | 1     |
| Financial Reporting Super      | F-51 - Post with Clearing     | 1     |
| Gen. Accounting Superviso      | F-51 - Post with Clearing     | 1     |
| President Director             | F-51 - Post with Clearing     | 1     |
| Accounting Officer             | F-52 - Post Incoming Payments | 1     |
| Bank & Trade Finance Mana      | F-52 - Post Incoming Payments | 1     |
| Bank Rels. Officer & Cash      | F-52 - Post Incoming Payments | 1     |
| Cash Management Administration | F-52 - Post Incoming Payments | 1     |
| Cash Management Officer        | F-52 - Post Incoming Payments | 1     |
| Finance Admin                  | F-52 - Post Incoming Payments | 1     |
| Financial & Accounting Su      | F-52 - Post Incoming Payments | 1     |
| Financial Control Departm      | F-52 - Post Incoming Payments | 1     |
| Trade Finance Admin.           | F-52 - Post Incoming Payments | 1     |
| Trade Finance Officer          | F-52 - Post Incoming Payments | 1     |
| Treasury & Bangking Manag      | F-52 - Post Incoming Payments | 1     |
| Treasury Administration        | F-52 - Post Incoming Payments | 1     |
| Treasury Settlement Offic      | F-52 - Post Incoming Payments | 1     |
| Treasury Superintendent        | F-52 - Post Incoming Payments | 1     |
| Accounting Officer             | F-53 - Post Outgoing Payments | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| Bank Rels. Officer & Cash      | F-53 - Post Outgoing Payments    | 1     |
| Cash Management Administration | F-53 - Post Outgoing Payments    | 1     |
| Cash Management Officer        | F-53 - Post Outgoing Payments    | 1     |
| Finance Admin                  | F-53 - Post Outgoing Payments    | 1     |
| Financial & Accounting Su      | F-53 - Post Outgoing Payments    | 1     |
| Financial Control Departm      | F-53 - Post Outgoing Payments    | 1     |
| HR & GA Manager - JKT          | F-53 - Post Outgoing Payments    | 1     |
| Trade Finance Admin.           | F-53 - Post Outgoing Payments    | 1     |
| Trade Finance Officer          | F-53 - Post Outgoing Payments    | 1     |
| Treasury Administration        | F-53 - Post Outgoing Payments    | 1     |
| Treasury Settlement Offic      | F-53 - Post Outgoing Payments    | 1     |
| Treasury Superintendent        | F-53 - Post Outgoing Payments    | 1     |
| Accounting Officer             | F-54 - Clear Vendor Down Payment | 1     |
| Bank Rels. Officer & Cash      | F-54 - Clear Vendor Down Payment | 1     |
| Cash Management Officer        | F-54 - Clear Vendor Down Payment | 1     |
| Finance Admin                  | F-54 - Clear Vendor Down Payment | 1     |
| Financial & Accounting Su      | F-54 - Clear Vendor Down Payment | 1     |
| Financial Control Departm      | F-54 - Clear Vendor Down Payment | 1     |
| Trade Finance Admin.           | F-54 - Clear Vendor Down Payment | 1     |
| Trade Finance Officer          | F-54 - Clear Vendor Down Payment | 1     |
| Treasury Settlement Offic      | F-54 - Clear Vendor Down Payment | 1     |
| Treasury Superintendent        | F-54 - Clear Vendor Down Payment | 1     |
| Accounting Officer             | F-58 - Payment with Printout     | 1     |
| Bank Rels. Officer & Cash      | F-58 - Payment with Printout     | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Cash Management Officer   | F-58 - Payment with Printout | 1     |
| Finance Admin             | F-58 - Payment with Printout | 1     |
| Financial & Accounting Su | F-58 - Payment with Printout | 1     |
| Financial Control Departm | F-58 - Payment with Printout | 1     |
| Trade Finance Admin.      | F-58 - Payment with Printout | 1     |
| Trade Finance Officer     | F-58 - Payment with Printout | 1     |
| Treasury Settlement Offic | F-58 - Payment with Printout | 1     |
| Treasury Superintendent   | F-58 - Payment with Printout | 1     |
| Accounting Officer        | F-63 - Park Vendor Invoice   | 1     |
| Admin & Data Processing S | F-63 - Park Vendor Invoice   | 1     |
| Admin Doc. Filling        | F-63 - Park Vendor Invoice   | 1     |
| Administration Staff      | F-63 - Park Vendor Invoice   | 1     |
| AP Control Manager        | F-63 - Park Vendor Invoice   | 1     |
| AP Control Superintendent | F-63 - Park Vendor Invoice   | 1     |
| AP Controller             | F-63 - Park Vendor Invoice   | 1     |
| AP Officer                | F-63 - Park Vendor Invoice   | 1     |
| AR Control Superintendent | F-63 - Park Vendor Invoice   | 1     |
| AR NON Trade Control Serv | F-63 - Park Vendor Invoice   | 1     |
| AR Officer                | F-63 - Park Vendor Invoice   | 1     |
| AR Trade Control Service  | F-63 - Park Vendor Invoice   | 1     |
| Claim & Compensation Admi | F-63 - Park Vendor Invoice   | 1     |
| Comp.Benefit Admin        | F-63 - Park Vendor Invoice   | 1     |
| Comp.Benefit HR Berau Off | F-63 - Park Vendor Invoice   | 1     |
| Comp.Benefit HR Berau Sup | F-63 - Park Vendor Invoice   | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Compensation & Benefits A | F-63 - Park Vendor Invoice | 1     |
| Default position          | F-63 - Park Vendor Invoice | 1     |
| Finance & Adm General Man | F-63 - Park Vendor Invoice | 1     |
| Finance Admin             | F-63 - Park Vendor Invoice | 1     |
| Finance Reporting Officer | F-63 - Park Vendor Invoice | 1     |
| Financial & Accounting Su | F-63 - Park Vendor Invoice | 1     |
| Financial Control Departm | F-63 - Park Vendor Invoice | 1     |
| Financial Reporting Manag | F-63 - Park Vendor Invoice | 1     |
| Financial Reporting Offic | F-63 - Park Vendor Invoice | 1     |
| Financial Reporting Super | F-63 - Park Vendor Invoice | 1     |
| GA Service Supervisor     | F-63 - Park Vendor Invoice | 1     |
| GA Staff JKT              | F-63 - Park Vendor Invoice | 1     |
| HR & GA Manager - JKT     | F-63 - Park Vendor Invoice | 1     |
| HR System Support Officer | F-63 - Park Vendor Invoice | 1     |
| Operation Support Service | F-63 - Park Vendor Invoice | 1     |
| Payment & Bank Reconsile  | F-63 - Park Vendor Invoice | 1     |
| Payroll Admin             | F-63 - Park Vendor Invoice | 1     |
| Payroll Officer           | F-63 - Park Vendor Invoice | 1     |
| Recruit & Assessment Offi | F-63 - Park Vendor Invoice | 1     |
| Shared Service Unit Gener | F-63 - Park Vendor Invoice | 1     |
| Support Administrator Off | F-63 - Park Vendor Invoice | 1     |
| Tax Manager               | F-63 - Park Vendor Invoice | 1     |
| Travelling & Claim Admin  | F-63 - Park Vendor Invoice | 1     |
| Welfare Admin Supervisor  | F-63 - Park Vendor Invoice | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Accounting Officer        | F-64 - Park Customer Invoice | 1     |
| AP Control Manager        | F-64 - Park Customer Invoice | 1     |
| AP Controller             | F-64 - Park Customer Invoice | 1     |
| AR Control Superintendent | F-64 - Park Customer Invoice | 1     |
| AR NON Trade Control Serv | F-64 - Park Customer Invoice | 1     |
| AR Officer                | F-64 - Park Customer Invoice | 1     |
| AR Trade Control Service  | F-64 - Park Customer Invoice | 1     |
| Default position          | F-64 - Park Customer Invoice | 1     |
| Finance Admin             | F-64 - Park Customer Invoice | 1     |
| Finance Reporting Officer | F-64 - Park Customer Invoice | 1     |
| Financial & Accounting Su | F-64 - Park Customer Invoice | 1     |
| Financial Control Departm | F-64 - Park Customer Invoice | 1     |
| Financial Reporting Manag | F-64 - Park Customer Invoice | 1     |
| Financial Reporting Offic | F-64 - Park Customer Invoice | 1     |
| Financial Reporting Super | F-64 - Park Customer Invoice | 1     |
| Tax Manager               | F-64 - Park Customer Invoice | 1     |
| Accounting & Tax Officer  | F-65 - Preliminary Posting   | 1     |
| Accounting Administrator  | F-65 - Preliminary Posting   | 1     |
| Accounting Manager        | F-65 - Preliminary Posting   | 1     |
| Accounting Officer        | F-65 - Preliminary Posting   | 1     |
| Administration Staff      | F-65 - Preliminary Posting   | 1     |
| AP & AR Control Superviso | F-65 - Preliminary Posting   | 1     |
| AP Control Manager        | F-65 - Preliminary Posting   | 1     |
| AP Controller             | F-65 - Preliminary Posting   | 1     |

| HR Position                    | Code Matrix                | Count |
|--------------------------------|----------------------------|-------|
| AR Control Superintendent      | F-65 - Preliminary Posting | 1     |
| AR NON Trade Control Serv      | F-65 - Preliminary Posting | 1     |
| AR Officer                     | F-65 - Preliminary Posting | 1     |
| AR Trade Control Service       | F-65 - Preliminary Posting | 1     |
| Bank & Trade Finance Mana      | F-65 - Preliminary Posting | 1     |
| Bank Rels. Officer & Cash      | F-65 - Preliminary Posting | 1     |
| Cash Management Administration | F-65 - Preliminary Posting | 1     |
| Cash Management Officer        | F-65 - Preliminary Posting | 1     |
| Default position               | F-65 - Preliminary Posting | 1     |
| Finance & Adm General Man      | F-65 - Preliminary Posting | 1     |
| Finance Admin                  | F-65 - Preliminary Posting | 1     |
| Finance Rep. & Analyst Ma      | F-65 - Preliminary Posting | 1     |
| Finance Reporting Officer      | F-65 - Preliminary Posting | 1     |
| Financial & Accounting Su      | F-65 - Preliminary Posting | 1     |
| Financial Control Departm      | F-65 - Preliminary Posting | 1     |
| Financial Reporting Manag      | F-65 - Preliminary Posting | 1     |
| Financial Reporting Offic      | F-65 - Preliminary Posting | 1     |
| Financial Reporting Senio      | F-65 - Preliminary Posting | 1     |
| Financial Reporting Super      | F-65 - Preliminary Posting | 1     |
| Gen. Accounting Superviso      | F-65 - Preliminary Posting | 1     |
| President Director             | F-65 - Preliminary Posting | 1     |
| Tax Manager                    | F-65 - Preliminary Posting | 1     |
| Tax Officer                    | F-65 - Preliminary Posting | 1     |
| Trade Finance Admin.           | F-65 - Preliminary Posting | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Trade Finance Officer     | F-65 - Preliminary Posting     | 1     |
| Treasury & Bangking Manag | F-65 - Preliminary Posting     | 1     |
| Treasury Administration   | F-65 - Preliminary Posting     | 1     |
| Treasury General Manager  | F-65 - Preliminary Posting     | 1     |
| Treasury Settlement Offic | F-65 - Preliminary Posting     | 1     |
| Treasury Superintendent   | F-65 - Preliminary Posting     | 1     |
| Accounting Officer        | F-66 - Park Vendor Credit Memo | 1     |
| Admin & Data Processing S | F-66 - Park Vendor Credit Memo | 1     |
| Admin Doc. Filling        | F-66 - Park Vendor Credit Memo | 1     |
| Administration Staff      | F-66 - Park Vendor Credit Memo | 1     |
| AP Control Manager        | F-66 - Park Vendor Credit Memo | 1     |
| AP Control Superintendent | F-66 - Park Vendor Credit Memo | 1     |
| AP Controller             | F-66 - Park Vendor Credit Memo | 1     |
| AP Officer                | F-66 - Park Vendor Credit Memo | 1     |
| AR Control Superintendent | F-66 - Park Vendor Credit Memo | 1     |
| AR NON Trade Control Serv | F-66 - Park Vendor Credit Memo | 1     |
| AR Officer                | F-66 - Park Vendor Credit Memo | 1     |
| AR Trade Control Service  | F-66 - Park Vendor Credit Memo | 1     |
| Default position          | F-66 - Park Vendor Credit Memo | 1     |
| Finance & Adm General Man | F-66 - Park Vendor Credit Memo | 1     |
| Finance Admin             | F-66 - Park Vendor Credit Memo | 1     |
| Finance Reporting Officer | F-66 - Park Vendor Credit Memo | 1     |
| Financial & Accounting Su | F-66 - Park Vendor Credit Memo | 1     |
| Financial Control Departm | F-66 - Park Vendor Credit Memo | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | F-66 - Park Vendor Credit Memo             | 1     |
| Financial Reporting Offic | F-66 - Park Vendor Credit Memo             | 1     |
| Financial Reporting Super | F-66 - Park Vendor Credit Memo             | 1     |
| GA Service Supervisor     | F-66 - Park Vendor Credit Memo             | 1     |
| Operation Support Service | F-66 - Park Vendor Credit Memo             | 1     |
| Shared Service Unit Gener | F-66 - Park Vendor Credit Memo             | 1     |
| Tax Manager               | F-66 - Park Vendor Credit Memo             | 1     |
| AP Control Manager        | F-67 - Park Customer Credit Memo           | 1     |
| AR Control Superintendent | F-67 - Park Customer Credit Memo           | 1     |
| AR NON Trade Control Serv | F-67 - Park Customer Credit Memo           | 1     |
| AR Officer                | F-67 - Park Customer Credit Memo           | 1     |
| AR Trade Control Service  | F-67 - Park Customer Credit Memo           | 1     |
| Default position          | F-67 - Park Customer Credit Memo           | 1     |
| Finance Reporting Officer | F-67 - Park Customer Credit Memo           | 1     |
| Financial & Accounting Su | F-67 - Park Customer Credit Memo           | 1     |
| Financial Control Departm | F-67 - Park Customer Credit Memo           | 1     |
| Financial Reporting Manag | F-67 - Park Customer Credit Memo           | 1     |
| Financial Reporting Offic | F-67 - Park Customer Credit Memo           | 1     |
| Financial Reporting Super | F-67 - Park Customer Credit Memo           | 1     |
| Tax Manager               | F-67 - Park Customer Credit Memo           | 1     |
| Accounting Administrator  | F-90 - Acquisition from purchase w. vendor | 1     |
| Accounting Officer        | F-90 - Acquisition from purchase w. vendor | 1     |
| Finance Admin             | F-90 - Acquisition from purchase w. vendor | 1     |
| Financial & Accounting Su | F-90 - Acquisition from purchase w. vendor | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Control Departm | F-90 - Acquisition from purchase w. vendor         | 1     |
| Financial Reporting Manag | F-90 - Acquisition from purchase w. vendor         | 1     |
| Financial Reporting Super | F-90 - Acquisition from purchase w. vendor         | 1     |
| Gen. Accounting Superviso | F-90 - Acquisition from purchase w. vendor         | 1     |
| Accounting Administrator  | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Accounting Officer        | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Finance Admin             | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Financial & Accounting Su | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Financial Control Departm | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Financial Reporting Manag | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Financial Reporting Super | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| Gen. Accounting Superviso | F-92 - Asset Retire. frm Sale w/<br>Customer       | 1     |
| SAP Support               | FAGL_ACTIVATION - Activation of New G/L Accounting | 1     |
| Accounting Administrator  | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Accounting Manager        | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Accounting Officer        | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| AP & AR Control Superviso | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Finance & Adm General Man | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Finance Admin             | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Finance Rep. & Analyst Ma | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Finance Reporting Officer | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Financial & Accounting Su | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Financial Control Departm | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |
| Financial Reporting Manag | FAGL_FC_VAL - Foreign Currency Valuation           | 1     |

| HR Position                    | Code Matrix                              | Count |
|--------------------------------|--|-------|
| Financial Reporting Offic      | FAGL_FC_VAL - Foreign Currency Valuation | 1     |
| Financial Reporting Senio      | FAGL_FC_VAL - Foreign Currency Valuation | 1     |
| Financial Reporting Super      | FAGL_FC_VAL - Foreign Currency Valuation | 1     |
| Gen. Accounting Superviso      | FAGL_FC_VAL - Foreign Currency Valuation | 1     |
| President Director             | FAGL_FC_VAL - Foreign Currency Valuation | 1     |
| Accounting & Tax Officer       | FAGLB03 - Display Balances               | 1     |
| Accounting Administrator       | FAGLB03 - Display Balances               | 1     |
| Accounting Manager             | FAGLB03 - Display Balances               | 1     |
| Accounting Officer             | FAGLB03 - Display Balances               | 1     |
| Administration Staff           | FAGLB03 - Display Balances               | 1     |
| AP & AR Control Superviso      | FAGLB03 - Display Balances               | 1     |
| AP Control Manager             | FAGLB03 - Display Balances               | 1     |
| AP Controller                  | FAGLB03 - Display Balances               | 1     |
| AR Control Superintendent      | FAGLB03 - Display Balances               | 1     |
| AR NON Trade Control Serv      | FAGLB03 - Display Balances               | 1     |
| AR Officer                     | FAGLB03 - Display Balances               | 1     |
| AR Trade Control Service       | FAGLB03 - Display Balances               | 1     |
| Bank & Trade Finance Mana      | FAGLB03 - Display Balances               | 1     |
| Bank Rels. Officer & Cash      | FAGLB03 - Display Balances               | 1     |
| Budget & Control Supervis      | FAGLB03 - Display Balances               | 1     |
| Budget Officer                 | FAGLB03 - Display Balances               | 1     |
| Cash Management Administration | FAGLB03 - Display Balances               | 1     |
| Cash Management Officer        | FAGLB03 - Display Balances               | 1     |
| Comp.Benefit HR Berau Off      | FAGLB03 - Display Balances               | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Comp.Benefit HR Berau Sup | FAGLB03 - Display Balances | 1     |
| Default position          | FAGLB03 - Display Balances | 1     |
| External Auditor          | FAGLB03 - Display Balances | 1     |
| Finance & Adm General Man | FAGLB03 - Display Balances | 1     |
| Finance Admin             | FAGLB03 - Display Balances | 1     |
| Finance Rep. & Analyst Ma | FAGLB03 - Display Balances | 1     |
| Finance Reporting Officer | FAGLB03 - Display Balances | 1     |
| Financial & Accounting Su | FAGLB03 - Display Balances | 1     |
| Financial Control Departm | FAGLB03 - Display Balances | 1     |
| Financial Reporting Manag | FAGLB03 - Display Balances | 1     |
| Financial Reporting Offic | FAGLB03 - Display Balances | 1     |
| Financial Reporting Senio | FAGLB03 - Display Balances | 1     |
| Financial Reporting Super | FAGLB03 - Display Balances | 1     |
| GA Staff JKT              | FAGLB03 - Display Balances | 1     |
| Gen. Accounting Superviso | FAGLB03 - Display Balances | 1     |
| HR System Support Officer | FAGLB03 - Display Balances | 1     |
| Internal Auditor          | FAGLB03 - Display Balances | 1     |
| Managerial Reporting Supe | FAGLB03 - Display Balances | 1     |
| MGM_REP                   | FAGLB03 - Display Balances | 1     |
| Mgt Reporting & Budget Se | FAGLB03 - Display Balances | 1     |
| President Director        | FAGLB03 - Display Balances | 1     |
| SAP Support               | FAGLB03 - Display Balances | 1     |
| Tax Manager               | FAGLB03 - Display Balances | 1     |
| Tax Officer               | FAGLB03 - Display Balances | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Trade Finance Admin.      | FAGLB03 - Display Balances                      | 1     |
| Trade Finance Officer     | FAGLB03 - Display Balances                      | 1     |
| Treasury & Bangking Manag | FAGLB03 - Display Balances                      | 1     |
| Treasury Administration   | FAGLB03 - Display Balances                      | 1     |
| Treasury General Manager  | FAGLB03 - Display Balances                      | 1     |
| Treasury Settlement Offic | FAGLB03 - Display Balances                      | 1     |
| Treasury Superintendent   | FAGLB03 - Display Balances                      | 1     |
| Accounting Manager        | FAGLF03 - Reconciliation                        | 1     |
| Accounting Officer        | FAGLF03 - Reconciliation                        | 1     |
| AP & AR Control Superviso | FAGLF03 - Reconciliation                        | 1     |
| Finance Admin             | FAGLF03 - Reconciliation                        | 1     |
| Finance Rep. & Analyst Ma | FAGLF03 - Reconciliation                        | 1     |
| Finance Reporting Officer | FAGLF03 - Reconciliation                        | 1     |
| Financial & Accounting Su | FAGLF03 - Reconciliation                        | 1     |
| Financial Control Departm | FAGLF03 - Reconciliation                        | 1     |
| Financial Reporting Manag | FAGLF03 - Reconciliation                        | 1     |
| Financial Reporting Offic | FAGLF03 - Reconciliation                        | 1     |
| Financial Reporting Senio | FAGLF03 - Reconciliation                        | 1     |
| Financial Reporting Super | FAGLF03 - Reconciliation                        | 1     |
| President Director        | FAGLF03 - Reconciliation                        | 1     |
| Accounting Administrator  | FAGLGA31 - Gen. Ledger: Create Act.Distribution | 1     |
| Accounting Officer        | FAGLGA31 - Gen. Ledger: Create Act.Distribution | 1     |
| Finance Admin             | FAGLGA31 - Gen. Ledger: Create Act.Distribution | 1     |
| Financial & Accounting Su | FAGLGA31 - Gen. Ledger: Create Act.Distribution | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Control Departm | FAGLGA31 - Gen. Ledger: Create Act.Distribution    | 1     |
| Financial Reporting Manag | FAGLGA31 - Gen. Ledger: Create Act.Distribution    | 1     |
| Financial Reporting Super | FAGLGA31 - Gen. Ledger: Create Act.Distribution    | 1     |
| Gen. Accounting Superviso | FAGLGA31 - Gen. Ledger: Create Act.Distribution    | 1     |
| Accounting Administrator  | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Accounting Officer        | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Finance Admin             | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Financial & Accounting Su | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Financial Control Departm | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Financial Reporting Manag | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Financial Reporting Super | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Gen. Accounting Superviso | FAGLGA32 - Gen. Ledger: Change Act.Distribution    | 1     |
| Accounting Administrator  | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Accounting Officer        | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Finance Admin             | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Financial & Accounting Su | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Financial Control Departm | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Financial Reporting Manag | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Financial Reporting Super | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Gen. Accounting Superviso | FAGLGA33 - Gen. Ledger:Display Act.Distribution    | 1     |
| Accounting Administrator  | FAGLGA34 - Gen. Ledger: Delete Act.Distribution    | 1     |
| Accounting Officer        | FAGLGA34 - Gen. Ledger: Delete<br>Act.Distribution | 1     |
| Finance Admin             | FAGLGA34 - Gen. Ledger: Delete<br>Act.Distribution | 1     |
| Financial & Accounting Su | FAGLGA34 - Gen. Ledger: Delete Act.Distribution    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Control Departm | FAGLGA34 - Gen. Ledger: Delete<br>Act.Distribution | 1     |
| Financial Reporting Manag | FAGLGA34 - Gen. Ledger: Delete<br>Act.Distribution | 1     |
| Financial Reporting Super | FAGLGA34 - Gen. Ledger: Delete<br>Act.Distribution | 1     |
| Gen. Accounting Superviso | FAGLGA34 - Gen. Ledger: Delete<br>Act.Distribution | 1     |
| Accounting Administrator  | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Accounting Officer        | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Finance Admin             | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Financial & Accounting Su | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Financial Control Departm | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Financial Reporting Manag | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Financial Reporting Super | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Gen. Accounting Superviso | FAGLGA35 - Gen. Ledger:Execute Act.Distribution    | 1     |
| Accounting Administrator  | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Accounting Manager        | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Accounting Officer        | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| AP & AR Control Superviso | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Finance Admin             | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Finance Rep. & Analyst Ma | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Finance Reporting Officer | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Financial & Accounting Su | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Financial Control Departm | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Financial Reporting Manag | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Financial Reporting Offic | FAGLGVTR - G/L: Balance Carried Forward            | 1     |
| Financial Reporting Senio | FAGLGVTR - G/L: Balance Carried Forward            | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Reporting Super | FAGLGVTR - G/L: Balance Carried Forward | 1     |
| Gen. Accounting Superviso | FAGLGVTR - G/L: Balance Carried Forward | 1     |
| Accounting & Tax Officer  | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Accounting Administrator  | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Accounting Manager        | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Accounting Officer        | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Administration Staff      | FAGLL03 - G/L Account Line Items (New)  | 1     |
| AP & AR Control Superviso | FAGLL03 - G/L Account Line Items (New)  | 1     |
| AP Control Manager        | FAGLL03 - G/L Account Line Items (New)  | 1     |
| AR Control Superintendent | FAGLL03 - G/L Account Line Items (New)  | 1     |
| AR NON Trade Control Serv | FAGLL03 - G/L Account Line Items (New)  | 1     |
| AR Officer                | FAGLL03 - G/L Account Line Items (New)  | 1     |
| AR Trade Control Service  | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Budget & Control Supervis | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Budget Officer            | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Default position          | FAGLL03 - G/L Account Line Items (New)  | 1     |
| External Auditor          | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Finance & Adm General Man | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Finance Admin             | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Finance Rep. & Analyst Ma | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Finance Reporting Officer | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Financial & Accounting Su | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Financial Control Departm | FAGLL03 - G/L Account Line Items (New)  | 1     |
| Financial Reporting Manag | FAGLL03 - G/L Account Line Items (New)  | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Financial Reporting Senio | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Financial Reporting Super | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Gen. Accounting Superviso | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Internal Auditor          | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Managerial Reporting Supe | FAGLL03 - G/L Account Line Items (New)         | 1     |
| MGM_REP                   | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Mgt Reporting & Budget Se | FAGLL03 - G/L Account Line Items (New)         | 1     |
| President Director        | FAGLL03 - G/L Account Line Items (New)         | 1     |
| SAP Support               | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Tax Manager               | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Tax Officer               | FAGLL03 - G/L Account Line Items (New)         | 1     |
| Accounting Administrator  | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Accounting Manager        | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Accounting Officer        | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| AP & AR Control Superviso | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Finance Admin             | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Finance Rep. & Analyst Ma | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Finance Reporting Officer | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Financial & Accounting Su | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Financial Control Departm | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Financial Reporting Manag | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Financial Reporting Offic | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |
| Financial Reporting Senio | FAGLSKF - Post Statistical Key Figures(Actual) | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Super | FAGLSKF - Post Statistical Key<br>Figures(Actual)  | 1     |
| Gen. Accounting Superviso | FAGLSKF - Post Statistical Key Figures(Actual)     | 1     |
| President Director        | FAGLSKF - Post Statistical Key Figures(Actual)     | 1     |
| Accounting Administrator  | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Accounting Manager        | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Accounting Officer        | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| AP & AR Control Superviso | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Finance Admin             | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Finance Rep. & Analyst Ma | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Finance Reporting Officer | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Financial & Accounting Su | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Financial Control Departm | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Financial Reporting Manag | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Financial Reporting Offic | FAGLSKF4 - Stat. Key Figures: Document Display     | 1     |
| Financial Reporting Senio | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Financial Reporting Super | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Gen. Accounting Superviso | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| President Director        | FAGLSKF4 - Stat. Key Figures:<br>Document Display  | 1     |
| Accounting Administrator  | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Accounting Manager        | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Accounting Officer        | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| AP & AR Control Superviso | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Finance Admin             | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Finance Rep. & Analyst Ma | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Financial & Accounting Su | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Financial Control Departm | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Financial Reporting Manag | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Financial Reporting Offic | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Financial Reporting Senio | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Financial Reporting Super | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| Gen. Accounting Superviso | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| President Director        | FAGLSKF5 - Stat. Key Figures:<br>Document Reversal | 1     |
| SAP Support               | FB00 - Accounting Editing Options                  | 1     |
| SAP Support               | FB01 - Post Document                               | 1     |
| Accounting Administrator  | FB01L - General Posting for Ledger Group           | 1     |
| Accounting Manager        | FB01L - General Posting for Ledger Group           | 1     |
| Accounting Officer        | FB01L - General Posting for Ledger Group           | 1     |
| AP & AR Control Superviso | FB01L - General Posting for Ledger Group           | 1     |
| Finance & Adm General Man | FB01L - General Posting for Ledger Group           | 1     |
| Finance Admin             | FB01L - General Posting for Ledger Group           | 1     |
| Finance Rep. & Analyst Ma | FB01L - General Posting for Ledger Group           | 1     |
| Finance Reporting Officer | FB01L - General Posting for Ledger Group           | 1     |
| Financial & Accounting Su | FB01L - General Posting for Ledger Group           | 1     |
| Financial Control Departm | FB01L - General Posting for Ledger Group           | 1     |
| Financial Reporting Manag | FB01L - General Posting for Ledger Group           | 1     |
| Financial Reporting Offic | FB01L - General Posting for Ledger Group           | 1     |
| Financial Reporting Senio | FB01L - General Posting for Ledger Group           | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Super | FB01L - General Posting for Ledger<br>Group | 1     |
| Gen. Accounting Superviso | FB01L - General Posting for Ledger<br>Group | 1     |
| President Director        | FB01L - General Posting for Ledger<br>Group | 1     |
| Accounting Administrator  | FB02 - Change Document                      | 1     |
| Accounting Manager        | FB02 - Change Document                      | 1     |
| Accounting Officer        | FB02 - Change Document                      | 1     |
| AP & AR Control Superviso | FB02 - Change Document                      | 1     |
| AP Control Manager        | FB02 - Change Document                      | 1     |
| AP Control Superintendent | FB02 - Change Document                      | 1     |
| AR Control Superintendent | FB02 - Change Document                      | 1     |
| AR NON Trade Control Serv | FB02 - Change Document                      | 1     |
| AR Officer                | FB02 - Change Document                      | 1     |
| AR Trade Control Service  | FB02 - Change Document                      | 1     |
| Bank & Trade Finance Mana | FB02 - Change Document                      | 1     |
| Bank Rels. Officer & Cash | FB02 - Change Document                      | 1     |
| Cash Management Officer   | FB02 - Change Document                      | 1     |
| Comp.Benefit Admin        | FB02 - Change Document                      | 1     |
| Comp.Benefit HR Berau Off | FB02 - Change Document                      | 1     |
| Comp.Benefit HR Berau Sup | FB02 - Change Document                      | 1     |
| Default position          | FB02 - Change Document                      | 1     |
| Finance & Adm General Man | FB02 - Change Document                      | 1     |
| Finance Admin             | FB02 - Change Document                      | 1     |
| Finance Rep. & Analyst Ma | FB02 - Change Document                      | 1     |
| Finance Reporting Officer | FB02 - Change Document                      | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Financial & Accounting Su | FB02 - Change Document  | 1     |
| Financial Control Departm | FB02 - Change Document  | 1     |
| Financial Reporting Manag | FB02 - Change Document  | 1     |
| Financial Reporting Offic | FB02 - Change Document  | 1     |
| Financial Reporting Senio | FB02 - Change Document  | 1     |
| Financial Reporting Super | FB02 - Change Document  | 1     |
| GA Staff JKT              | FB02 - Change Document  | 1     |
| Gen. Accounting Superviso | FB02 - Change Document  | 1     |
| HR & GA Manager - JKT     | FB02 - Change Document  | 1     |
| HR System Support Officer | FB02 - Change Document  | 1     |
| HRGA General Manager      | FB02 - Change Document  | 1     |
| Payroll Admin             | FB02 - Change Document  | 1     |
| Payroll Officer           | FB02 - Change Document  | 1     |
| SAP Support               | FB02 - Change Document  | 1     |
| Shared Service Unit Gener | FB02 - Change Document  | 1     |
| Tax Manager               | FB02 - Change Document  | 1     |
| Trade Finance Admin.      | FB02 - Change Document  | 1     |
| Trade Finance Officer     | FB02 - Change Document  | 1     |
| Treasury & Bangking Manag | FB02 - Change Document  | 1     |
| Treasury Settlement Offic | FB02 - Change Document  | 1     |
| Treasury Superintendent   | FB02 - Change Document  | 1     |
| Accounting & Tax Officer  | FB03 - Display Document | 1     |
| Accounting Administrator  | FB03 - Display Document | 1     |
| Accounting Manager        | FB03 - Display Document | 1     |

| HR Position                    | Code Matrix             | Count |
|--------------------------------|-------------------------|-------|
| Accounting Officer             | FB03 - Display Document | 1     |
| Admin & Data Processing S      | FB03 - Display Document | 1     |
| Admin Doc. Filling             | FB03 - Display Document | 1     |
| Administration Staff           | FB03 - Display Document | 1     |
| AP & AR Control Superviso      | FB03 - Display Document | 1     |
| AP Control Manager             | FB03 - Display Document | 1     |
| AP Control Superintendent      | FB03 - Display Document | 1     |
| AP Controller                  | FB03 - Display Document | 1     |
| AP Officer                     | FB03 - Display Document | 1     |
| AR Control Superintendent      | FB03 - Display Document | 1     |
| AR NON Trade Control Serv      | FB03 - Display Document | 1     |
| AR Officer                     | FB03 - Display Document | 1     |
| AR Trade Control Service       | FB03 - Display Document | 1     |
| Bank & Trade Finance Mana      | FB03 - Display Document | 1     |
| Bank Rels. Officer & Cash      | FB03 - Display Document | 1     |
| Budget & Control Supervis      | FB03 - Display Document | 1     |
| Budget Officer                 | FB03 - Display Document | 1     |
| Cash Management Administration | FB03 - Display Document | 1     |
| Cash Management Officer        | FB03 - Display Document | 1     |
| Claim & Compensation Admi      | FB03 - Display Document | 1     |
| Comp.Benefit Admin             | FB03 - Display Document | 1     |
| Comp.Benefit HR Berau Off      | FB03 - Display Document | 1     |
| Comp.Benefit HR Berau Sup      | FB03 - Display Document | 1     |
| Compensation & Benefits A      | FB03 - Display Document | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Default position          | FB03 - Display Document | 1     |
| External Auditor          | FB03 - Display Document | 1     |
| Finance & Adm General Man | FB03 - Display Document | 1     |
| Finance Admin             | FB03 - Display Document | 1     |
| Finance Rep. & Analyst Ma | FB03 - Display Document | 1     |
| Finance Reporting Officer | FB03 - Display Document | 1     |
| Financial & Accounting Su | FB03 - Display Document | 1     |
| Financial Control Departm | FB03 - Display Document | 1     |
| Financial Reporting Manag | FB03 - Display Document | 1     |
| Financial Reporting Offic | FB03 - Display Document | 1     |
| Financial Reporting Senio | FB03 - Display Document | 1     |
| Financial Reporting Super | FB03 - Display Document | 1     |
| GA Service Supervisor     | FB03 - Display Document | 1     |
| GA Staff JKT              | FB03 - Display Document | 1     |
| Gen. Accounting Superviso | FB03 - Display Document | 1     |
| HR & GA Manager - JKT     | FB03 - Display Document | 1     |
| HR System Support Officer | FB03 - Display Document | 1     |
| HRGA General Manager      | FB03 - Display Document | 1     |
| Internal Auditor          | FB03 - Display Document | 1     |
| IR & Welfare Superintende | FB03 - Display Document | 1     |
| Managerial Reporting Supe | FB03 - Display Document | 1     |
| MGM_REP                   | FB03 - Display Document | 1     |
| Mgt Reporting & Budget Se | FB03 - Display Document | 1     |
| Operation Support Service | FB03 - Display Document | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Payment & Bank Reconsile  | FB03 - Display Document             | 1     |
| Payroll Admin             | FB03 - Display Document             | 1     |
| Payroll Officer           | FB03 - Display Document             | 1     |
| President Director        | FB03 - Display Document             | 1     |
| Production Administration | FB03 - Display Document             | 1     |
| Recruit & Assessment Offi | FB03 - Display Document             | 1     |
| SAP Support               | FB03 - Display Document             | 1     |
| Shared Service Unit Gener | FB03 - Display Document             | 1     |
| Support Administrator Off | FB03 - Display Document             | 1     |
| Tax Manager               | FB03 - Display Document             | 1     |
| Tax Officer               | FB03 - Display Document             | 1     |
| Trade Finance Admin.      | FB03 - Display Document             | 1     |
| Trade Finance Officer     | FB03 - Display Document             | 1     |
| Travelling & Claim Admin  | FB03 - Display Document             | 1     |
| Treasury & Bangking Manag | FB03 - Display Document             | 1     |
| Treasury Administration   | FB03 - Display Document             | 1     |
| Treasury General Manager  | FB03 - Display Document             | 1     |
| Treasury Settlement Offic | FB03 - Display Document             | 1     |
| Treasury Superintendent   | FB03 - Display Document             | 1     |
| Welfare Admin Supervisor  | FB03 - Display Document             | 1     |
| Accounting & Tax Officer  | FB03L - Document Display : G/L View | 1     |
| Accounting Administrator  | FB03L - Document Display : G/L View | 1     |
| Accounting Manager        | FB03L - Document Display : G/L View | 1     |
| Accounting Officer        | FB03L - Document Display : G/L View | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Administration Staff      | FB03L - Document Display : G/L View | 1     |
| AP & AR Control Superviso | FB03L - Document Display : G/L View | 1     |
| AP Control Manager        | FB03L - Document Display : G/L View | 1     |
| AP Controller             | FB03L - Document Display : G/L View | 1     |
| AR Control Superintendent | FB03L - Document Display : G/L View | 1     |
| AR NON Trade Control Serv | FB03L - Document Display : G/L View | 1     |
| AR Officer                | FB03L - Document Display : G/L View | 1     |
| AR Trade Control Service  | FB03L - Document Display : G/L View | 1     |
| Budget & Control Supervis | FB03L - Document Display : G/L View | 1     |
| Budget Officer            | FB03L - Document Display : G/L View | 1     |
| Default position          | FB03L - Document Display : G/L View | 1     |
| External Auditor          | FB03L - Document Display : G/L View | 1     |
| Finance & Adm General Man | FB03L - Document Display : G/L View | 1     |
| Finance Admin             | FB03L - Document Display : G/L View | 1     |
| Finance Rep. & Analyst Ma | FB03L - Document Display : G/L View | 1     |
| Finance Reporting Officer | FB03L - Document Display : G/L View | 1     |
| Financial & Accounting Su | FB03L - Document Display : G/L View | 1     |
| Financial Control Departm | FB03L - Document Display : G/L View | 1     |
| Financial Reporting Manag | FB03L - Document Display : G/L View | 1     |
| Financial Reporting Offic | FB03L - Document Display : G/L View | 1     |
| Financial Reporting Senio | FB03L - Document Display : G/L View | 1     |
| Financial Reporting Super | FB03L - Document Display : G/L View | 1     |
| Gen. Accounting Superviso | FB03L - Document Display : G/L View | 1     |
| Internal Auditor          | FB03L - Document Display : G/L View | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Managerial Reporting Supe | FB03L - Document Display : G/L View | 1     |
| MGM_REP                   | FB03L - Document Display : G/L View | 1     |
| Mgt Reporting & Budget Se | FB03L - Document Display : G/L View | 1     |
| President Director        | FB03L - Document Display : G/L View | 1     |
| SAP Support               | FB03L - Document Display : G/L View | 1     |
| Tax Manager               | FB03L - Document Display : G/L View | 1     |
| Tax Officer               | FB03L - Document Display : G/L View | 1     |
| Accounting & Tax Officer  | FB04 - Document Changes             | 1     |
| Accounting Administrator  | FB04 - Document Changes             | 1     |
| Accounting Manager        | FB04 - Document Changes             | 1     |
| Accounting Officer        | FB04 - Document Changes             | 1     |
| Administration Staff      | FB04 - Document Changes             | 1     |
| AP & AR Control Superviso | FB04 - Document Changes             | 1     |
| AP Control Manager        | FB04 - Document Changes             | 1     |
| AP Controller             | FB04 - Document Changes             | 1     |
| AR Control Superintendent | FB04 - Document Changes             | 1     |
| AR NON Trade Control Serv | FB04 - Document Changes             | 1     |
| AR Officer                | FB04 - Document Changes             | 1     |
| AR Trade Control Service  | FB04 - Document Changes             | 1     |
| Budget & Control Supervis | FB04 - Document Changes             | 1     |
| Budget Officer            | FB04 - Document Changes             | 1     |
| Default position          | FB04 - Document Changes             | 1     |
| External Auditor          | FB04 - Document Changes             | 1     |
| Finance & Adm General Man | FB04 - Document Changes             | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Finance Admin             | FB04 - Document Changes   | 1     |
| Finance Rep. & Analyst Ma | FB04 - Document Changes   | 1     |
| Finance Reporting Officer | FB04 - Document Changes   | 1     |
| Financial & Accounting Su | FB04 - Document Changes   | 1     |
| Financial Control Departm | FB04 - Document Changes   | 1     |
| Financial Reporting Manag | FB04 - Document Changes   | 1     |
| Financial Reporting Offic | FB04 - Document Changes   | 1     |
| Financial Reporting Senio | FB04 - Document Changes   | 1     |
| Financial Reporting Super | FB04 - Document Changes   | 1     |
| Gen. Accounting Superviso | FB04 - Document Changes   | 1     |
| Internal Auditor          | FB04 - Document Changes   | 1     |
| Managerial Reporting Supe | FB04 - Document Changes   | 1     |
| MGM_REP                   | FB04 - Document Changes   | 1     |
| Mgt Reporting & Budget Se | FB04 - Document Changes   | 1     |
| President Director        | FB04 - Document Changes   | 1     |
| SAP Support               | FB04 - Document Changes   | 1     |
| Tax Manager               | FB04 - Document Changes   | 1     |
| Tax Officer               | FB04 - Document Changes   | 1     |
| Bank & Trade Finance Mana | FB05 - Post with Clearing | 1     |
| Financial & Accounting Su | FB05 - Post with Clearing | 1     |
| Financial Control Departm | FB05 - Post with Clearing | 1     |
| Trade Finance Officer     | FB05 - Post with Clearing | 1     |
| Treasury & Bangking Manag | FB05 - Post with Clearing | 1     |
| Treasury Superintendent   | FB05 - Post with Clearing | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Accounting Administrator  | FB08 - Reverse Document | 1     |
| Accounting Manager        | FB08 - Reverse Document | 1     |
| Accounting Officer        | FB08 - Reverse Document | 1     |
| AP & AR Control Superviso | FB08 - Reverse Document | 1     |
| AP Control Manager        | FB08 - Reverse Document | 1     |
| AP Control Superintendent | FB08 - Reverse Document | 1     |
| AR Control Superintendent | FB08 - Reverse Document | 1     |
| Bank & Trade Finance Mana | FB08 - Reverse Document | 1     |
| Default position          | FB08 - Reverse Document | 1     |
| Finance & Adm General Man | FB08 - Reverse Document | 1     |
| Finance Admin             | FB08 - Reverse Document | 1     |
| Finance Rep. & Analyst Ma | FB08 - Reverse Document | 1     |
| Finance Reporting Officer | FB08 - Reverse Document | 1     |
| Financial & Accounting Su | FB08 - Reverse Document | 1     |
| Financial Control Departm | FB08 - Reverse Document | 1     |
| Financial Reporting Manag | FB08 - Reverse Document | 1     |
| Financial Reporting Offic | FB08 - Reverse Document | 1     |
| Financial Reporting Senio | FB08 - Reverse Document | 1     |
| Financial Reporting Super | FB08 - Reverse Document | 1     |
| Gen. Accounting Superviso | FB08 - Reverse Document | 1     |
| HR & GA Manager - JKT     | FB08 - Reverse Document | 1     |
| HRGA General Manager      | FB08 - Reverse Document | 1     |
| IR & Welfare Superintende | FB08 - Reverse Document | 1     |
| President Director        | FB08 - Reverse Document | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| SAP Support               | FB08 - Reverse Document                      | 1     |
| Tax Manager               | FB08 - Reverse Document                      | 1     |
| Treasury & Bangking Manag | FB08 - Reverse Document                      | 1     |
| Treasury General Manager  | FB08 - Reverse Document                      | 1     |
| SAP Support               | FB12 - Correspondence Request                | 1     |
| Accounting Administrator  | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Accounting Manager        | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Accounting Officer        | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| AP & AR Control Superviso | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Finance & Adm General Man | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Finance Admin             | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Finance Rep. & Analyst Ma | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Finance Reporting Officer | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Financial & Accounting Su | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Financial Control Departm | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Financial Reporting Manag | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Financial Reporting Offic | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Financial Reporting Senio | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Financial Reporting Super | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Gen. Accounting Superviso | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| President Director        | FB50 - G/L Acct Pstg: Single Screen Trans.   | 1     |
| Accounting Administrator  | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Accounting Manager        | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Accounting Officer        | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| AP & AR Control Superviso | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Finance & Adm General Man | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Finance Admin             | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Finance Rep. & Analyst Ma | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Finance Reporting Officer | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Financial & Accounting Su | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Financial Control Departm | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Financial Reporting Manag | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Financial Reporting Offic | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Financial Reporting Senio | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Financial Reporting Super | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Gen. Accounting Superviso | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| President Director        | FB50L - Enter G/L Account Doc for Ledger Grp | 1     |
| Admin Doc. Filling        | FB60 - Enter Incoming Invoices               | 1     |
| Administration Staff      | FB60 - Enter Incoming Invoices               | 1     |
| AP Control Manager        | FB60 - Enter Incoming Invoices               | 1     |
| AP Control Superintendent | FB60 - Enter Incoming Invoices               | 1     |
| AP Officer                | FB60 - Enter Incoming Invoices               | 1     |
| Finance Reporting Officer | FB60 - Enter Incoming Invoices               | 1     |
| Financial Reporting Offic | FB60 - Enter Incoming Invoices               | 1     |
| Operation Support Service | FB60 - Enter Incoming Invoices               | 1     |
| AP Control Manager        | FB70 - Enter Outgoing Invoices               | 1     |
| AR Control Superintendent | FB70 - Enter Outgoing Invoices               | 1     |
| Financial & Accounting Su | FB70 - Enter Outgoing Invoices               | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Manag | FB70 - Enter Outgoing Invoices     | 1     |
| Financial Reporting Super | FB70 - Enter Outgoing Invoices     | 1     |
| AP Control Manager        | FB75 - Enter Outgoing Credit Memos | 1     |
| AR Control Superintendent | FB75 - Enter Outgoing Credit Memos | 1     |
| Financial & Accounting Su | FB75 - Enter Outgoing Credit Memos | 1     |
| Financial Reporting Manag | FB75 - Enter Outgoing Credit Memos | 1     |
| Financial Reporting Super | FB75 - Enter Outgoing Credit Memos | 1     |
| Accounting Administrator  | FBD1 - Enter Recurring Entry       | 1     |
| Accounting Manager        | FBD1 - Enter Recurring Entry       | 1     |
| Accounting Officer        | FBD1 - Enter Recurring Entry       | 1     |
| AP & AR Control Superviso | FBD1 - Enter Recurring Entry       | 1     |
| Finance & Adm General Man | FBD1 - Enter Recurring Entry       | 1     |
| Finance Admin             | FBD1 - Enter Recurring Entry       | 1     |
| Finance Rep. & Analyst Ma | FBD1 - Enter Recurring Entry       | 1     |
| Finance Reporting Officer | FBD1 - Enter Recurring Entry       | 1     |
| Financial & Accounting Su | FBD1 - Enter Recurring Entry       | 1     |
| Financial Control Departm | FBD1 - Enter Recurring Entry       | 1     |
| Financial Reporting Manag | FBD1 - Enter Recurring Entry       | 1     |
| Financial Reporting Offic | FBD1 - Enter Recurring Entry       | 1     |
| Financial Reporting Senio | FBD1 - Enter Recurring Entry       | 1     |
| Financial Reporting Super | FBD1 - Enter Recurring Entry       | 1     |
| Gen. Accounting Superviso | FBD1 - Enter Recurring Entry       | 1     |
| President Director        | FBD1 - Enter Recurring Entry       | 1     |
| Accounting Administrator  | FBD2 - Change Recurring Entry      | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Accounting Manager        | FBD2 - Change Recurring Entry  | 1     |
| Accounting Officer        | FBD2 - Change Recurring Entry  | 1     |
| AP & AR Control Superviso | FBD2 - Change Recurring Entry  | 1     |
| Finance & Adm General Man | FBD2 - Change Recurring Entry  | 1     |
| Finance Admin             | FBD2 - Change Recurring Entry  | 1     |
| Finance Rep. & Analyst Ma | FBD2 - Change Recurring Entry  | 1     |
| Finance Reporting Officer | FBD2 - Change Recurring Entry  | 1     |
| Financial & Accounting Su | FBD2 - Change Recurring Entry  | 1     |
| Financial Control Departm | FBD2 - Change Recurring Entry  | 1     |
| Financial Reporting Manag | FBD2 - Change Recurring Entry  | 1     |
| Financial Reporting Offic | FBD2 - Change Recurring Entry  | 1     |
| Financial Reporting Senio | FBD2 - Change Recurring Entry  | 1     |
| Financial Reporting Super | FBD2 - Change Recurring Entry  | 1     |
| Gen. Accounting Superviso | FBD2 - Change Recurring Entry  | 1     |
| President Director        | FBD2 - Change Recurring Entry  | 1     |
| Accounting Administrator  | FBD3 - Display Recurring Entry | 1     |
| Accounting Manager        | FBD3 - Display Recurring Entry | 1     |
| Accounting Officer        | FBD3 - Display Recurring Entry | 1     |
| AP & AR Control Superviso | FBD3 - Display Recurring Entry | 1     |
| Finance & Adm General Man | FBD3 - Display Recurring Entry | 1     |
| Finance Admin             | FBD3 - Display Recurring Entry | 1     |
| Finance Rep. & Analyst Ma | FBD3 - Display Recurring Entry | 1     |
| Finance Reporting Officer | FBD3 - Display Recurring Entry | 1     |
| Financial & Accounting Su | FBD3 - Display Recurring Entry | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Control Departm | FBD3 - Display Recurring Entry            | 1     |
| Financial Reporting Manag | FBD3 - Display Recurring Entry            | 1     |
| Financial Reporting Offic | FBD3 - Display Recurring Entry            | 1     |
| Financial Reporting Senio | FBD3 - Display Recurring Entry            | 1     |
| Financial Reporting Super | FBD3 - Display Recurring Entry            | 1     |
| Gen. Accounting Superviso | FBD3 - Display Recurring Entry            | 1     |
| President Director        | FBD3 - Display Recurring Entry            | 1     |
| Accounting Administrator  | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Accounting Manager        | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Accounting Officer        | FBD4 - Display Recurring Entry<br>Changes | 1     |
| AP & AR Control Superviso | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Finance & Adm General Man | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Finance Admin             | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Finance Rep. & Analyst Ma | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Finance Reporting Officer | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Financial & Accounting Su | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Financial Control Departm | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Financial Reporting Manag | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Financial Reporting Offic | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Financial Reporting Senio | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Financial Reporting Super | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Gen. Accounting Superviso | FBD4 - Display Recurring Entry<br>Changes | 1     |
| President Director        | FBD4 - Display Recurring Entry<br>Changes | 1     |
| Accounting Administrator  | FBD5 - Realize Recurring Entry            | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Accounting Manager        | FBD5 - Realize Recurring Entry | 1     |
| Accounting Officer        | FBD5 - Realize Recurring Entry | 1     |
| AP & AR Control Superviso | FBD5 - Realize Recurring Entry | 1     |
| Finance & Adm General Man | FBD5 - Realize Recurring Entry | 1     |
| Finance Admin             | FBD5 - Realize Recurring Entry | 1     |
| Finance Rep. & Analyst Ma | FBD5 - Realize Recurring Entry | 1     |
| Finance Reporting Officer | FBD5 - Realize Recurring Entry | 1     |
| Financial & Accounting Su | FBD5 - Realize Recurring Entry | 1     |
| Financial Control Departm | FBD5 - Realize Recurring Entry | 1     |
| Financial Reporting Manag | FBD5 - Realize Recurring Entry | 1     |
| Financial Reporting Offic | FBD5 - Realize Recurring Entry | 1     |
| Financial Reporting Senio | FBD5 - Realize Recurring Entry | 1     |
| Financial Reporting Super | FBD5 - Realize Recurring Entry | 1     |
| Gen. Accounting Superviso | FBD5 - Realize Recurring Entry | 1     |
| President Director        | FBD5 - Realize Recurring Entry | 1     |
| Accounting Manager        | FBD9 - Enter Recurring Entry   | 1     |
| Accounting Officer        | FBD9 - Enter Recurring Entry   | 1     |
| AP & AR Control Superviso | FBD9 - Enter Recurring Entry   | 1     |
| Finance Admin             | FBD9 - Enter Recurring Entry   | 1     |
| Finance Rep. & Analyst Ma | FBD9 - Enter Recurring Entry   | 1     |
| Finance Reporting Officer | FBD9 - Enter Recurring Entry   | 1     |
| Financial & Accounting Su | FBD9 - Enter Recurring Entry   | 1     |
| Financial Control Departm | FBD9 - Enter Recurring Entry   | 1     |
| Financial Reporting Manag | FBD9 - Enter Recurring Entry   | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Financial Reporting Offic | FBD9 - Enter Recurring Entry     | 1     |
| Financial Reporting Senio | FBD9 - Enter Recurring Entry     | 1     |
| Financial Reporting Super | FBD9 - Enter Recurring Entry     | 1     |
| President Director        | FBD9 - Enter Recurring Entry     | 1     |
| External Auditor          | FBL1 - Display Vendor Line Items | 1     |
| Finance Reporting Officer | FBL1 - Display Vendor Line Items | 1     |
| Financial Reporting Manag | FBL1 - Display Vendor Line Items | 1     |
| Financial Reporting Offic | FBL1 - Display Vendor Line Items | 1     |
| Financial Reporting Senio | FBL1 - Display Vendor Line Items | 1     |
| Internal Auditor          | FBL1 - Display Vendor Line Items | 1     |
| SAP Support               | FBL1 - Display Vendor Line Items | 1     |
| Accounting & Tax Officer  | FBL1N - Vendor Line Items        | 1     |
| Accounting Administrator  | FBL1N - Vendor Line Items        | 1     |
| Accounting Manager        | FBL1N - Vendor Line Items        | 1     |
| Accounting Officer        | FBL1N - Vendor Line Items        | 1     |
| Admin & Data Processing S | FBL1N - Vendor Line Items        | 1     |
| Admin Doc. Filling        | FBL1N - Vendor Line Items        | 1     |
| Administration Staff      | FBL1N - Vendor Line Items        | 1     |
| AP & AR Control Superviso | FBL1N - Vendor Line Items        | 1     |
| AP Control Manager        | FBL1N - Vendor Line Items        | 1     |
| AP Control Superintendent | FBL1N - Vendor Line Items        | 1     |
| AP Controller             | FBL1N - Vendor Line Items        | 1     |
| AP Officer                | FBL1N - Vendor Line Items        | 1     |
| AR Control Superintendent | FBL1N - Vendor Line Items        | 1     |

| HR Position                    | Code Matrix               | Count |
|--------------------------------|---------------------------|-------|
| AR NON Trade Control Serv      | FBL1N - Vendor Line Items | 1     |
| AR Officer                     | FBL1N - Vendor Line Items | 1     |
| AR Trade Control Service       | FBL1N - Vendor Line Items | 1     |
| Bank & Trade Finance Mana      | FBL1N - Vendor Line Items | 1     |
| Bank Rels. Officer & Cash      | FBL1N - Vendor Line Items | 1     |
| Budget & Control Supervis      | FBL1N - Vendor Line Items | 1     |
| Budget Officer                 | FBL1N - Vendor Line Items | 1     |
| Cash Management Administration | FBL1N - Vendor Line Items | 1     |
| Cash Management Officer        | FBL1N - Vendor Line Items | 1     |
| Claim & Compensation Admi      | FBL1N - Vendor Line Items | 1     |
| Comp.Benefit Admin             | FBL1N - Vendor Line Items | 1     |
| Comp.Benefit HR Berau Off      | FBL1N - Vendor Line Items | 1     |
| Comp.Benefit HR Berau Sup      | FBL1N - Vendor Line Items | 1     |
| Compensation & Benefits A      | FBL1N - Vendor Line Items | 1     |
| Default position               | FBL1N - Vendor Line Items | 1     |
| External Auditor               | FBL1N - Vendor Line Items | 1     |
| Finance & Adm General Man      | FBL1N - Vendor Line Items | 1     |
| Finance Admin                  | FBL1N - Vendor Line Items | 1     |
| Finance Rep. & Analyst Ma      | FBL1N - Vendor Line Items | 1     |
| Finance Reporting Officer      | FBL1N - Vendor Line Items | 1     |
| Financial & Accounting Su      | FBL1N - Vendor Line Items | 1     |
| Financial Control Departm      | FBL1N - Vendor Line Items | 1     |
| Financial Reporting Manag      | FBL1N - Vendor Line Items | 1     |
| Financial Reporting Offic      | FBL1N - Vendor Line Items | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Financial Reporting Senio | FBL1N - Vendor Line Items | 1     |
| Financial Reporting Super | FBL1N - Vendor Line Items | 1     |
| GA Service Supervisor     | FBL1N - Vendor Line Items | 1     |
| GA Staff JKT              | FBL1N - Vendor Line Items | 1     |
| Gen. Accounting Superviso | FBL1N - Vendor Line Items | 1     |
| HR & GA Manager - JKT     | FBL1N - Vendor Line Items | 1     |
| HR System Support Officer | FBL1N - Vendor Line Items | 1     |
| HRGA General Manager      | FBL1N - Vendor Line Items | 1     |
| Internal Auditor          | FBL1N - Vendor Line Items | 1     |
| IR & Welfare Superintende | FBL1N - Vendor Line Items | 1     |
| Managerial Reporting Supe | FBL1N - Vendor Line Items | 1     |
| MGM_REP                   | FBL1N - Vendor Line Items | 1     |
| Mgt Reporting & Budget Se | FBL1N - Vendor Line Items | 1     |
| Operation Support Service | FBL1N - Vendor Line Items | 1     |
| Payment & Bank Reconsile  | FBL1N - Vendor Line Items | 1     |
| Payroll Admin             | FBL1N - Vendor Line Items | 1     |
| Payroll Officer           | FBL1N - Vendor Line Items | 1     |
| President Director        | FBL1N - Vendor Line Items | 1     |
| Recruit & Assessment Offi | FBL1N - Vendor Line Items | 1     |
| SAP Support               | FBL1N - Vendor Line Items | 1     |
| Shared Service Unit Gener | FBL1N - Vendor Line Items | 1     |
| Support Administrator Off | FBL1N - Vendor Line Items | 1     |
| Tax Manager               | FBL1N - Vendor Line Items | 1     |
| Tax Officer               | FBL1N - Vendor Line Items | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Trade Finance Admin.      | FBL1N - Vendor Line Items             | 1     |
| Trade Finance Officer     | FBL1N - Vendor Line Items             | 1     |
| Travelling & Claim Admin  | FBL1N - Vendor Line Items             | 1     |
| Treasury & Bangking Manag | FBL1N - Vendor Line Items             | 1     |
| Treasury Administration   | FBL1N - Vendor Line Items             | 1     |
| Treasury General Manager  | FBL1N - Vendor Line Items             | 1     |
| Treasury Settlement Offic | FBL1N - Vendor Line Items             | 1     |
| Treasury Superintendent   | FBL1N - Vendor Line Items             | 1     |
| Welfare Admin Supervisor  | FBL1N - Vendor Line Items             | 1     |
| External Auditor          | FBL3 - Display G/L Account Line Items | 1     |
| Finance Reporting Officer | FBL3 - Display G/L Account Line Items | 1     |
| Financial Reporting Manag | FBL3 - Display G/L Account Line Items | 1     |
| Financial Reporting Offic | FBL3 - Display G/L Account Line Items | 1     |
| Financial Reporting Senio | FBL3 - Display G/L Account Line Items | 1     |
| Internal Auditor          | FBL3 - Display G/L Account Line Items | 1     |
| SAP Support               | FBL3 - Display G/L Account Line Items | 1     |
| Accounting & Tax Officer  | FBL3N - G/L Account Line Items        | 1     |
| Accounting Administrator  | FBL3N - G/L Account Line Items        | 1     |
| Accounting Manager        | FBL3N - G/L Account Line Items        | 1     |
| Accounting Officer        | FBL3N - G/L Account Line Items        | 1     |
| Admin & Data Processing S | FBL3N - G/L Account Line Items        | 1     |
| Admin Doc. Filling        | FBL3N - G/L Account Line Items        | 1     |
| Administration Staff      | FBL3N - G/L Account Line Items        | 1     |
| AP & AR Control Superviso | FBL3N - G/L Account Line Items        | 1     |

| HR Position                    | Code Matrix                    | Count |
|--------------------------------|--------------------------------|-------|
| AP Control Manager             | FBL3N - G/L Account Line Items | 1     |
| AP Control Superintendent      | FBL3N - G/L Account Line Items | 1     |
| AP Controller                  | FBL3N - G/L Account Line Items | 1     |
| AP Officer                     | FBL3N - G/L Account Line Items | 1     |
| AR Control Superintendent      | FBL3N - G/L Account Line Items | 1     |
| AR NON Trade Control Serv      | FBL3N - G/L Account Line Items | 1     |
| AR Officer                     | FBL3N - G/L Account Line Items | 1     |
| AR Trade Control Service       | FBL3N - G/L Account Line Items | 1     |
| Bank & Trade Finance Mana      | FBL3N - G/L Account Line Items | 1     |
| Bank Rels. Officer & Cash      | FBL3N - G/L Account Line Items | 1     |
| Budget & Control Supervis      | FBL3N - G/L Account Line Items | 1     |
| Budget Officer                 | FBL3N - G/L Account Line Items | 1     |
| Cash Management Administration | FBL3N - G/L Account Line Items | 1     |
| Cash Management Officer        | FBL3N - G/L Account Line Items | 1     |
| Comp.Benefit Admin             | FBL3N - G/L Account Line Items | 1     |
| Comp.Benefit HR Berau Off      | FBL3N - G/L Account Line Items | 1     |
| Comp.Benefit HR Berau Sup      | FBL3N - G/L Account Line Items | 1     |
| Compensation & Benefits A      | FBL3N - G/L Account Line Items | 1     |
| Default position               | FBL3N - G/L Account Line Items | 1     |
| External Auditor               | FBL3N - G/L Account Line Items | 1     |
| Finance & Adm General Man      | FBL3N - G/L Account Line Items | 1     |
| Finance Admin                  | FBL3N - G/L Account Line Items | 1     |
| Finance Rep. & Analyst Ma      | FBL3N - G/L Account Line Items | 1     |
| Finance Reporting Officer      | FBL3N - G/L Account Line Items | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial & Accounting Su | FBL3N - G/L Account Line Items | 1     |
| Financial Control Departm | FBL3N - G/L Account Line Items | 1     |
| Financial Reporting Manag | FBL3N - G/L Account Line Items | 1     |
| Financial Reporting Offic | FBL3N - G/L Account Line Items | 1     |
| Financial Reporting Senio | FBL3N - G/L Account Line Items | 1     |
| Financial Reporting Super | FBL3N - G/L Account Line Items | 1     |
| GA Service Supervisor     | FBL3N - G/L Account Line Items | 1     |
| GA Staff JKT              | FBL3N - G/L Account Line Items | 1     |
| Gen. Accounting Superviso | FBL3N - G/L Account Line Items | 1     |
| HR & GA Manager - JKT     | FBL3N - G/L Account Line Items | 1     |
| HR System Support Officer | FBL3N - G/L Account Line Items | 1     |
| HRGA General Manager      | FBL3N - G/L Account Line Items | 1     |
| Internal Auditor          | FBL3N - G/L Account Line Items | 1     |
| Managerial Reporting Supe | FBL3N - G/L Account Line Items | 1     |
| MGM_REP                   | FBL3N - G/L Account Line Items | 1     |
| Mgt Reporting & Budget Se | FBL3N - G/L Account Line Items | 1     |
| Operation Support Service | FBL3N - G/L Account Line Items | 1     |
| Payment & Bank Reconsile  | FBL3N - G/L Account Line Items | 1     |
| Payroll Admin             | FBL3N - G/L Account Line Items | 1     |
| Payroll Officer           | FBL3N - G/L Account Line Items | 1     |
| President Director        | FBL3N - G/L Account Line Items | 1     |
| SAP Support               | FBL3N - G/L Account Line Items | 1     |
| Shipment Admin Officer    | FBL3N - G/L Account Line Items | 1     |
| Tax Manager               | FBL3N - G/L Account Line Items | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Tax Officer               | FBL3N - G/L Account Line Items     | 1     |
| Trade Finance Admin.      | FBL3N - G/L Account Line Items     | 1     |
| Trade Finance Officer     | FBL3N - G/L Account Line Items     | 1     |
| Treasury & Bangking Manag | FBL3N - G/L Account Line Items     | 1     |
| Treasury Administration   | FBL3N - G/L Account Line Items     | 1     |
| Treasury General Manager  | FBL3N - G/L Account Line Items     | 1     |
| Treasury Settlement Offic | FBL3N - G/L Account Line Items     | 1     |
| Treasury Superintendent   | FBL3N - G/L Account Line Items     | 1     |
| Welfare Admin Supervisor  | FBL3N - G/L Account Line Items     | 1     |
| External Auditor          | FBL5 - Display Customer Line Items | 1     |
| Finance Reporting Officer | FBL5 - Display Customer Line Items | 1     |
| Financial Reporting Manag | FBL5 - Display Customer Line Items | 1     |
| Financial Reporting Offic | FBL5 - Display Customer Line Items | 1     |
| Financial Reporting Senio | FBL5 - Display Customer Line Items | 1     |
| Internal Auditor          | FBL5 - Display Customer Line Items | 1     |
| SAP Support               | FBL5 - Display Customer Line Items | 1     |
| Accounting & Tax Officer  | FBL5N - Customer Line Items        | 1     |
| Accounting Administrator  | FBL5N - Customer Line Items        | 1     |
| Accounting Manager        | FBL5N - Customer Line Items        | 1     |
| Accounting Officer        | FBL5N - Customer Line Items        | 1     |
| Admin & Data Processing S | FBL5N - Customer Line Items        | 1     |
| Admin Doc. Filling        | FBL5N - Customer Line Items        | 1     |
| Administration Staff      | FBL5N - Customer Line Items        | 1     |
| AP & AR Control Superviso | FBL5N - Customer Line Items        | 1     |

| HR Position                    | Code Matrix                 | Count |
|--------------------------------|-----------------------------|-------|
| AP Control Manager             | FBL5N - Customer Line Items | 1     |
| AP Control Superintendent      | FBL5N - Customer Line Items | 1     |
| AP Controller                  | FBL5N - Customer Line Items | 1     |
| AP Officer                     | FBL5N - Customer Line Items | 1     |
| AR Control Superintendent      | FBL5N - Customer Line Items | 1     |
| AR NON Trade Control Serv      | FBL5N - Customer Line Items | 1     |
| AR Officer                     | FBL5N - Customer Line Items | 1     |
| AR Trade Control Service       | FBL5N - Customer Line Items | 1     |
| Bank & Trade Finance Mana      | FBL5N - Customer Line Items | 1     |
| Bank Rels. Officer & Cash      | FBL5N - Customer Line Items | 1     |
| Budget & Control Supervis      | FBL5N - Customer Line Items | 1     |
| Budget Officer                 | FBL5N - Customer Line Items | 1     |
| Cash Management Administration | FBL5N - Customer Line Items | 1     |
| Cash Management Officer        | FBL5N - Customer Line Items | 1     |
| Default position               | FBL5N - Customer Line Items | 1     |
| External Auditor               | FBL5N - Customer Line Items | 1     |
| Finance & Adm General Man      | FBL5N - Customer Line Items | 1     |
| Finance Admin                  | FBL5N - Customer Line Items | 1     |
| Finance Rep. & Analyst Ma      | FBL5N - Customer Line Items | 1     |
| Finance Reporting Officer      | FBL5N - Customer Line Items | 1     |
| Financial & Accounting Su      | FBL5N - Customer Line Items | 1     |
| Financial Control Departm      | FBL5N - Customer Line Items | 1     |
| Financial Reporting Manag      | FBL5N - Customer Line Items | 1     |
| Financial Reporting Offic      | FBL5N - Customer Line Items | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | FBL5N - Customer Line Items              | 1     |
| Financial Reporting Super | FBL5N - Customer Line Items              | 1     |
| GA Service Supervisor     | FBL5N - Customer Line Items              | 1     |
| Gen. Accounting Superviso | FBL5N - Customer Line Items              | 1     |
| Internal Auditor          | FBL5N - Customer Line Items              | 1     |
| Managerial Reporting Supe | FBL5N - Customer Line Items              | 1     |
| MGM_REP                   | FBL5N - Customer Line Items              | 1     |
| Mgt Reporting & Budget Se | FBL5N - Customer Line Items              | 1     |
| Operation Support Service | FBL5N - Customer Line Items              | 1     |
| President Director        | FBL5N - Customer Line Items              | 1     |
| SAP Support               | FBL5N - Customer Line Items              | 1     |
| Shared Service Unit Gener | FBL5N - Customer Line Items              | 1     |
| Tax Manager               | FBL5N - Customer Line Items              | 1     |
| Tax Officer               | FBL5N - Customer Line Items              | 1     |
| Trade Finance Admin.      | FBL5N - Customer Line Items              | 1     |
| Trade Finance Officer     | FBL5N - Customer Line Items              | 1     |
| Treasury & Bangking Manag | FBL5N - Customer Line Items              | 1     |
| Treasury Administration   | FBL5N - Customer Line Items              | 1     |
| Treasury General Manager  | FBL5N - Customer Line Items              | 1     |
| Treasury Settlement Offic | FBL5N - Customer Line Items              | 1     |
| Treasury Superintendent   | FBL5N - Customer Line Items              | 1     |
| SAP Support               | FBN1 - Accounting Document Number Ranges | 1     |
| Accounting Administrator  | FBRA - Reset Cleared Items               | 1     |
| Accounting Manager        | FBRA - Reset Cleared Items               | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Accounting Officer        | FBRA - Reset Cleared Items | 1     |
| AP & AR Control Superviso | FBRA - Reset Cleared Items | 1     |
| AP Control Manager        | FBRA - Reset Cleared Items | 1     |
| AP Control Superintendent | FBRA - Reset Cleared Items | 1     |
| AR Control Superintendent | FBRA - Reset Cleared Items | 1     |
| Bank & Trade Finance Mana | FBRA - Reset Cleared Items | 1     |
| Budget & Control Supervis | FBRA - Reset Cleared Items | 1     |
| Budget Officer            | FBRA - Reset Cleared Items | 1     |
| Default position          | FBRA - Reset Cleared Items | 1     |
| Finance & Adm General Man | FBRA - Reset Cleared Items | 1     |
| Finance Admin             | FBRA - Reset Cleared Items | 1     |
| Finance Rep. & Analyst Ma | FBRA - Reset Cleared Items | 1     |
| Finance Reporting Officer | FBRA - Reset Cleared Items | 1     |
| Financial & Accounting Su | FBRA - Reset Cleared Items | 1     |
| Financial Control Departm | FBRA - Reset Cleared Items | 1     |
| Financial Reporting Manag | FBRA - Reset Cleared Items | 1     |
| Financial Reporting Offic | FBRA - Reset Cleared Items | 1     |
| Financial Reporting Senio | FBRA - Reset Cleared Items | 1     |
| Financial Reporting Super | FBRA - Reset Cleared Items | 1     |
| Gen. Accounting Superviso | FBRA - Reset Cleared Items | 1     |
| HRGA General Manager      | FBRA - Reset Cleared Items | 1     |
| Managerial Reporting Supe | FBRA - Reset Cleared Items | 1     |
| MGM_REP                   | FBRA - Reset Cleared Items | 1     |
| Mgt Reporting & Budget Se | FBRA - Reset Cleared Items | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| President Director        | FBRA - Reset Cleared Items         | 1     |
| Tax Manager               | FBRA - Reset Cleared Items         | 1     |
| Treasury & Bangking Manag | FBRA - Reset Cleared Items         | 1     |
| Treasury General Manager  | FBRA - Reset Cleared Items         | 1     |
| Accounting Administrator  | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Accounting Manager        | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Accounting Officer        | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| AP & AR Control Superviso | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Finance & Adm General Man | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Finance Admin             | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Finance Rep. & Analyst Ma | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Finance Reporting Officer | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Financial & Accounting Su | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Financial Control Departm | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Financial Reporting Manag | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Financial Reporting Offic | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Financial Reporting Senio | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Financial Reporting Super | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Gen. Accounting Superviso | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| President Director        | FBS1 - Enter Accrual/Deferral Doc. | 1     |
| Accounting Administrator  | FBV0 - Post Parked Document        | 1     |
| Accounting Manager        | FBV0 - Post Parked Document        | 1     |
| Accounting Officer        | FBV0 - Post Parked Document        | 1     |
| AP & AR Control Superviso | FBV0 - Post Parked Document        | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| AP Control Manager        | FBV0 - Post Parked Document | 1     |
| AR Control Superintendent | FBV0 - Post Parked Document | 1     |
| Bank & Trade Finance Mana | FBV0 - Post Parked Document | 1     |
| Default position          | FBV0 - Post Parked Document | 1     |
| Finance & Adm General Man | FBV0 - Post Parked Document | 1     |
| Finance Admin             | FBV0 - Post Parked Document | 1     |
| Finance Rep. & Analyst Ma | FBV0 - Post Parked Document | 1     |
| Finance Reporting Officer | FBV0 - Post Parked Document | 1     |
| Financial & Accounting Su | FBV0 - Post Parked Document | 1     |
| Financial Control Departm | FBV0 - Post Parked Document | 1     |
| Financial Reporting Manag | FBV0 - Post Parked Document | 1     |
| Financial Reporting Offic | FBV0 - Post Parked Document | 1     |
| Financial Reporting Senio | FBV0 - Post Parked Document | 1     |
| Financial Reporting Super | FBV0 - Post Parked Document | 1     |
| Gen. Accounting Superviso | FBV0 - Post Parked Document | 1     |
| HRGA General Manager      | FBV0 - Post Parked Document | 1     |
| IR & Welfare Superintende | FBV0 - Post Parked Document | 1     |
| President Director        | FBV0 - Post Parked Document | 1     |
| Tax Manager               | FBV0 - Post Parked Document | 1     |
| Trade Finance Admin.      | FBV0 - Post Parked Document | 1     |
| Trade Finance Officer     | FBV0 - Post Parked Document | 1     |
| Treasury & Bangking Manag | FBV0 - Post Parked Document | 1     |
| Treasury Superintendent   | FBV0 - Post Parked Document | 1     |
| Accounting Officer        | FBV1 - Park Document        | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Bank & Trade Finance Mana | FBV1 - Park Document          | 1     |
| Bank Rels. Officer & Cash | FBV1 - Park Document          | 1     |
| Cash Management Officer   | FBV1 - Park Document          | 1     |
| Finance Admin             | FBV1 - Park Document          | 1     |
| Financial & Accounting Su | FBV1 - Park Document          | 1     |
| Financial Control Departm | FBV1 - Park Document          | 1     |
| Trade Finance Admin.      | FBV1 - Park Document          | 1     |
| Trade Finance Officer     | FBV1 - Park Document          | 1     |
| Treasury & Bangking Manag | FBV1 - Park Document          | 1     |
| Treasury Settlement Offic | FBV1 - Park Document          | 1     |
| Treasury Superintendent   | FBV1 - Park Document          | 1     |
| Accounting & Tax Officer  | FBV2 - Change Parked Document | 1     |
| Accounting Administrator  | FBV2 - Change Parked Document | 1     |
| Accounting Manager        | FBV2 - Change Parked Document | 1     |
| Accounting Officer        | FBV2 - Change Parked Document | 1     |
| Administration Staff      | FBV2 - Change Parked Document | 1     |
| AP & AR Control Superviso | FBV2 - Change Parked Document | 1     |
| AP Control Manager        | FBV2 - Change Parked Document | 1     |
| AP Control Superintendent | FBV2 - Change Parked Document | 1     |
| AP Controller             | FBV2 - Change Parked Document | 1     |
| AR Control Superintendent | FBV2 - Change Parked Document | 1     |
| AR NON Trade Control Serv | FBV2 - Change Parked Document | 1     |
| AR Officer                | FBV2 - Change Parked Document | 1     |
| AR Trade Control Service  | FBV2 - Change Parked Document | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Bank & Trade Finance Mana | FBV2 - Change Parked Document | 1     |
| Budget & Control Supervis | FBV2 - Change Parked Document | 1     |
| Budget Officer            | FBV2 - Change Parked Document | 1     |
| Claim & Compensation Admi | FBV2 - Change Parked Document | 1     |
| Comp.Benefit HR Berau Sup | FBV2 - Change Parked Document | 1     |
| Compensation & Benefits A | FBV2 - Change Parked Document | 1     |
| Default position          | FBV2 - Change Parked Document | 1     |
| Finance & Adm General Man | FBV2 - Change Parked Document | 1     |
| Finance Admin             | FBV2 - Change Parked Document | 1     |
| Finance Rep. & Analyst Ma | FBV2 - Change Parked Document | 1     |
| Finance Reporting Officer | FBV2 - Change Parked Document | 1     |
| Financial & Accounting Su | FBV2 - Change Parked Document | 1     |
| Financial Control Departm | FBV2 - Change Parked Document | 1     |
| Financial Reporting Manag | FBV2 - Change Parked Document | 1     |
| Financial Reporting Offic | FBV2 - Change Parked Document | 1     |
| Financial Reporting Senio | FBV2 - Change Parked Document | 1     |
| Financial Reporting Super | FBV2 - Change Parked Document | 1     |
| GA Staff JKT              | FBV2 - Change Parked Document | 1     |
| Gen. Accounting Superviso | FBV2 - Change Parked Document | 1     |
| HR & GA Manager - JKT     | FBV2 - Change Parked Document | 1     |
| Managerial Reporting Supe | FBV2 - Change Parked Document | 1     |
| MGM_REP                   | FBV2 - Change Parked Document | 1     |
| Mgt Reporting & Budget Se | FBV2 - Change Parked Document | 1     |
| Payment & Bank Reconsile  | FBV2 - Change Parked Document | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| President Director        | FBV2 - Change Parked Document  | 1     |
| Recruit & Assessment Offi | FBV2 - Change Parked Document  | 1     |
| Support Administrator Off | FBV2 - Change Parked Document  | 1     |
| Tax Manager               | FBV2 - Change Parked Document  | 1     |
| Tax Officer               | FBV2 - Change Parked Document  | 1     |
| Trade Finance Officer     | FBV2 - Change Parked Document  | 1     |
| Travelling & Claim Admin  | FBV2 - Change Parked Document  | 1     |
| Treasury & Bangking Manag | FBV2 - Change Parked Document  | 1     |
| Treasury Superintendent   | FBV2 - Change Parked Document  | 1     |
| Welfare Admin Supervisor  | FBV2 - Change Parked Document  | 1     |
| Accounting & Tax Officer  | FBV3 - Display Parked Document | 1     |
| Accounting Administrator  | FBV3 - Display Parked Document | 1     |
| Accounting Manager        | FBV3 - Display Parked Document | 1     |
| Accounting Officer        | FBV3 - Display Parked Document | 1     |
| Administration Staff      | FBV3 - Display Parked Document | 1     |
| AP & AR Control Superviso | FBV3 - Display Parked Document | 1     |
| AP Control Manager        | FBV3 - Display Parked Document | 1     |
| AP Controller             | FBV3 - Display Parked Document | 1     |
| AR Control Superintendent | FBV3 - Display Parked Document | 1     |
| AR NON Trade Control Serv | FBV3 - Display Parked Document | 1     |
| AR Officer                | FBV3 - Display Parked Document | 1     |
| AR Trade Control Service  | FBV3 - Display Parked Document | 1     |
| Bank & Trade Finance Mana | FBV3 - Display Parked Document | 1     |
| Bank Rels. Officer & Cash | FBV3 - Display Parked Document | 1     |

| HR Position                    | Code Matrix                    | Count |
|--------------------------------|--------------------------------|-------|
| Budget & Control Supervis      | FBV3 - Display Parked Document | 1     |
| Budget Officer                 | FBV3 - Display Parked Document | 1     |
| Cash Management Administration | FBV3 - Display Parked Document | 1     |
| Cash Management Officer        | FBV3 - Display Parked Document | 1     |
| Comp.Benefit Admin             | FBV3 - Display Parked Document | 1     |
| Comp.Benefit HR Berau Off      | FBV3 - Display Parked Document | 1     |
| Comp.Benefit HR Berau Sup      | FBV3 - Display Parked Document | 1     |
| Default position               | FBV3 - Display Parked Document | 1     |
| External Auditor               | FBV3 - Display Parked Document | 1     |
| Finance & Adm General Man      | FBV3 - Display Parked Document | 1     |
| Finance Admin                  | FBV3 - Display Parked Document | 1     |
| Finance Rep. & Analyst Ma      | FBV3 - Display Parked Document | 1     |
| Finance Reporting Officer      | FBV3 - Display Parked Document | 1     |
| Financial & Accounting Su      | FBV3 - Display Parked Document | 1     |
| Financial Control Departm      | FBV3 - Display Parked Document | 1     |
| Financial Reporting Manag      | FBV3 - Display Parked Document | 1     |
| Financial Reporting Offic      | FBV3 - Display Parked Document | 1     |
| Financial Reporting Senio      | FBV3 - Display Parked Document | 1     |
| Financial Reporting Super      | FBV3 - Display Parked Document | 1     |
| GA Staff JKT                   | FBV3 - Display Parked Document | 1     |
| Gen. Accounting Superviso      | FBV3 - Display Parked Document | 1     |
| HR & GA Manager - JKT          | FBV3 - Display Parked Document | 1     |
| HR System Support Officer      | FBV3 - Display Parked Document | 1     |
| HRGA General Manager           | FBV3 - Display Parked Document | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Internal Auditor          | FBV3 - Display Parked Document         | 1     |
| Managerial Reporting Supe | FBV3 - Display Parked Document         | 1     |
| MGM_REP                   | FBV3 - Display Parked Document         | 1     |
| Mgt Reporting & Budget Se | FBV3 - Display Parked Document         | 1     |
| Payroll Admin             | FBV3 - Display Parked Document         | 1     |
| Payroll Officer           | FBV3 - Display Parked Document         | 1     |
| President Director        | FBV3 - Display Parked Document         | 1     |
| Production Administration | FBV3 - Display Parked Document         | 1     |
| SAP Support               | FBV3 - Display Parked Document         | 1     |
| Tax Manager               | FBV3 - Display Parked Document         | 1     |
| Tax Officer               | FBV3 - Display Parked Document         | 1     |
| Trade Finance Admin.      | FBV3 - Display Parked Document         | 1     |
| Trade Finance Officer     | FBV3 - Display Parked Document         | 1     |
| Treasury & Bangking Manag | FBV3 - Display Parked Document         | 1     |
| Treasury Administration   | FBV3 - Display Parked Document         | 1     |
| Treasury General Manager  | FBV3 - Display Parked Document         | 1     |
| Treasury Settlement Offic | FBV3 - Display Parked Document         | 1     |
| Treasury Superintendent   | FBV3 - Display Parked Document         | 1     |
| Claim & Compensation Admi | FBV4 - Change Parked Document (Header) | 1     |
| Comp.Benefit HR Berau Off | FBV4 - Change Parked Document (Header) | 1     |
| Comp.Benefit HR Berau Sup | FBV4 - Change Parked Document (Header) | 1     |
| Default position          | FBV4 - Change Parked Document (Header) | 1     |
| Financial Control Departm | FBV4 - Change Parked Document (Header) | 1     |
| GA Staff JKT              | FBV4 - Change Parked Document (Header) | 1     |

| HR Position                    | Code Matrix                                 | Count |
|--------------------------------|---|-------|
| HR System Support Officer      | FBV4 - Change Parked Document (Header)      | 1     |
| Recruit & Assessment Offi      | FBV4 - Change Parked Document (Header)      | 1     |
| Support Administrator Off      | FBV4 - Change Parked Document (Header)      | 1     |
| Tax Manager                    | FBV4 - Change Parked Document (Header)      | 1     |
| Travelling & Claim Admin       | FBV4 - Change Parked Document (Header)      | 1     |
| Accounting & Tax Officer       | FBV5 - Document Changes of Parked Documents | 1     |
| Accounting Administrator       | FBV5 - Document Changes of Parked Documents | 1     |
| Accounting Manager             | FBV5 - Document Changes of Parked Documents | 1     |
| Accounting Officer             | FBV5 - Document Changes of Parked Documents | 1     |
| Administration Staff           | FBV5 - Document Changes of Parked Documents | 1     |
| AP & AR Control Superviso      | FBV5 - Document Changes of Parked Documents | 1     |
| AP Control Manager             | FBV5 - Document Changes of Parked Documents | 1     |
| AP Controller                  | FBV5 - Document Changes of Parked Documents | 1     |
| AR Control Superintendent      | FBV5 - Document Changes of Parked Documents | 1     |
| AR NON Trade Control Serv      | FBV5 - Document Changes of Parked Documents | 1     |
| AR Officer                     | FBV5 - Document Changes of Parked Documents | 1     |
| AR Trade Control Service       | FBV5 - Document Changes of Parked Documents | 1     |
| Bank & Trade Finance Mana      | FBV5 - Document Changes of Parked Documents | 1     |
| Bank Rels. Officer & Cash      | FBV5 - Document Changes of Parked Documents | 1     |
| Budget & Control Supervis      | FBV5 - Document Changes of Parked Documents | 1     |
| Budget Officer                 | FBV5 - Document Changes of Parked Documents | 1     |
| Cash Management Administration | FBV5 - Document Changes of Parked Documents | 1     |
| Cash Management Officer        | FBV5 - Document Changes of Parked Documents | 1     |
| Default position               | FBV5 - Document Changes of Parked Documents | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Finance & Adm General Man | FBV5 - Document Changes of Parked Documents | 1     |
| Finance Admin             | FBV5 - Document Changes of Parked Documents | 1     |
| Finance Rep. & Analyst Ma | FBV5 - Document Changes of Parked Documents | 1     |
| Finance Reporting Officer | FBV5 - Document Changes of Parked Documents | 1     |
| Financial & Accounting Su | FBV5 - Document Changes of Parked Documents | 1     |
| Financial Control Departm | FBV5 - Document Changes of Parked Documents | 1     |
| Financial Reporting Manag | FBV5 - Document Changes of Parked Documents | 1     |
| Financial Reporting Offic | FBV5 - Document Changes of Parked Documents | 1     |
| Financial Reporting Senio | FBV5 - Document Changes of Parked Documents | 1     |
| Financial Reporting Super | FBV5 - Document Changes of Parked Documents | 1     |
| Gen. Accounting Superviso | FBV5 - Document Changes of Parked Documents | 1     |
| Managerial Reporting Supe | FBV5 - Document Changes of Parked Documents | 1     |
| MGM_REP                   | FBV5 - Document Changes of Parked Documents | 1     |
| Mgt Reporting & Budget Se | FBV5 - Document Changes of Parked Documents | 1     |
| President Director        | FBV5 - Document Changes of Parked Documents | 1     |
| Tax Manager               | FBV5 - Document Changes of Parked Documents | 1     |
| Tax Officer               | FBV5 - Document Changes of Parked Documents | 1     |
| Trade Finance Admin.      | FBV5 - Document Changes of Parked Documents | 1     |
| Trade Finance Officer     | FBV5 - Document Changes of Parked Documents | 1     |
| Treasury & Bangking Manag | FBV5 - Document Changes of Parked Documents | 1     |
| Treasury Administration   | FBV5 - Document Changes of Parked Documents | 1     |
| Treasury Settlement Offic | FBV5 - Document Changes of Parked Documents | 1     |
| Treasury Superintendent   | FBV5 - Document Changes of Parked Documents | 1     |
| Accounting Administrator  | FBV6 - Parked Document \$                   | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Accounting Manager        | FBV6 - Parked Document \$   | 1     |
| Accounting Officer        | FBV6 - Parked Document \$   | 1     |
| AP & AR Control Superviso | FBV6 - Parked Document \$   | 1     |
| Finance & Adm General Man | FBV6 - Parked Document \$   | 1     |
| Finance Admin             | FBV6 - Parked Document \$   | 1     |
| Finance Rep. & Analyst Ma | FBV6 - Parked Document \$   | 1     |
| Finance Reporting Officer | FBV6 - Parked Document \$   | 1     |
| Financial & Accounting Su | FBV6 - Parked Document \$   | 1     |
| Financial Control Departm | FBV6 - Parked Document \$   | 1     |
| Financial Reporting Manag | FBV6 - Parked Document \$   | 1     |
| Financial Reporting Offic | FBV6 - Parked Document \$   | 1     |
| Financial Reporting Senio | FBV6 - Parked Document \$   | 1     |
| Financial Reporting Super | FBV6 - Parked Document \$   | 1     |
| Gen. Accounting Superviso | FBV6 - Parked Document \$   | 1     |
| President Director        | FBV6 - Parked Document \$   | 1     |
| Accounting Administrator  | FBVB - Post Parked Document | 1     |
| Accounting Manager        | FBVB - Post Parked Document | 1     |
| Accounting Officer        | FBVB - Post Parked Document | 1     |
| AP & AR Control Superviso | FBVB - Post Parked Document | 1     |
| AP Control Manager        | FBVB - Post Parked Document | 1     |
| AP Control Superintendent | FBVB - Post Parked Document | 1     |
| AR Control Superintendent | FBVB - Post Parked Document | 1     |
| Bank & Trade Finance Mana | FBVB - Post Parked Document | 1     |
| Default position          | FBVB - Post Parked Document | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Finance & Adm General Man | FBVB - Post Parked Document     | 1     |
| Finance Admin             | FBVB - Post Parked Document     | 1     |
| Finance Rep. & Analyst Ma | FBVB - Post Parked Document     | 1     |
| Finance Reporting Officer | FBVB - Post Parked Document     | 1     |
| Financial & Accounting Su | FBVB - Post Parked Document     | 1     |
| Financial Control Departm | FBVB - Post Parked Document     | 1     |
| Financial Reporting Manag | FBVB - Post Parked Document     | 1     |
| Financial Reporting Offic | FBVB - Post Parked Document     | 1     |
| Financial Reporting Senio | FBVB - Post Parked Document     | 1     |
| Financial Reporting Super | FBVB - Post Parked Document     | 1     |
| Gen. Accounting Superviso | FBVB - Post Parked Document     | 1     |
| HRGA General Manager      | FBVB - Post Parked Document     | 1     |
| IR & Welfare Superintende | FBVB - Post Parked Document     | 1     |
| President Director        | FBVB - Post Parked Document     | 1     |
| Tax Manager               | FBVB - Post Parked Document     | 1     |
| Treasury & Bangking Manag | FBVB - Post Parked Document     | 1     |
| Accounting Officer        | FC17 - Commodity Prices: Change | 1     |
| Bank & Trade Finance Mana | FC17 - Commodity Prices: Change | 1     |
| Bank Rels. Officer & Cash | FC17 - Commodity Prices: Change | 1     |
| Cash Management Officer   | FC17 - Commodity Prices: Change | 1     |
| Finance & Adm General Man | FC17 - Commodity Prices: Change | 1     |
| Finance Admin             | FC17 - Commodity Prices: Change | 1     |
| Financial & Accounting Su | FC17 - Commodity Prices: Change | 1     |
| Financial Control Departm | FC17 - Commodity Prices: Change | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Trade Finance Admin.      | FC17 - Commodity Prices: Change           | 1     |
| Trade Finance Officer     | FC17 - Commodity Prices: Change           | 1     |
| Treasury & Bangking Manag | FC17 - Commodity Prices: Change           | 1     |
| Treasury General Manager  | FC17 - Commodity Prices: Change           | 1     |
| Treasury Settlement Offic | FC17 - Commodity Prices: Change           | 1     |
| Treasury Superintendent   | FC17 - Commodity Prices: Change           | 1     |
| Accounting Officer        | FCH1 - Display Check Information          | 1     |
| Bank & Trade Finance Mana | FCH1 - Display Check Information          | 1     |
| Bank Rels. Officer & Cash | FCH1 - Display Check Information          | 1     |
| Cash Management Officer   | FCH1 - Display Check Information          | 1     |
| Finance & Adm General Man | FCH1 - Display Check Information          | 1     |
| Finance Admin             | FCH1 - Display Check Information          | 1     |
| Financial & Accounting Su | FCH1 - Display Check Information          | 1     |
| Financial Control Departm | FCH1 - Display Check Information          | 1     |
| Trade Finance Admin.      | FCH1 - Display Check Information          | 1     |
| Trade Finance Officer     | FCH1 - Display Check Information          | 1     |
| Treasury & Bangking Manag | FCH1 - Display Check Information          | 1     |
| Treasury General Manager  | FCH1 - Display Check Information          | 1     |
| Treasury Settlement Offic | FCH1 - Display Check Information          | 1     |
| Treasury Superintendent   | FCH1 - Display Check Information          | 1     |
| Accounting Officer        | FCH2 - Display Payment Document<br>Checks | 1     |
| Bank & Trade Finance Mana | FCH2 - Display Payment Document<br>Checks | 1     |
| Bank Rels. Officer & Cash | FCH2 - Display Payment Document<br>Checks | 1     |
| Cash Management Officer   | FCH2 - Display Payment Document<br>Checks | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance & Adm General Man | FCH2 - Display Payment Document<br>Checks | 1     |
| Finance Admin             | FCH2 - Display Payment Document Checks    | 1     |
| Financial & Accounting Su | FCH2 - Display Payment Document<br>Checks | 1     |
| Financial Control Departm | FCH2 - Display Payment Document Checks    | 1     |
| Trade Finance Admin.      | FCH2 - Display Payment Document Checks    | 1     |
| Trade Finance Officer     | FCH2 - Display Payment Document<br>Checks | 1     |
| Treasury & Bangking Manag | FCH2 - Display Payment Document<br>Checks | 1     |
| Treasury General Manager  | FCH2 - Display Payment Document<br>Checks | 1     |
| Treasury Settlement Offic | FCH2 - Display Payment Document<br>Checks | 1     |
| Treasury Superintendent   | FCH2 - Display Payment Document<br>Checks | 1     |
| Accounting Officer        | FCH3 - Void Checks                        | 1     |
| Bank & Trade Finance Mana | FCH3 - Void Checks                        | 1     |
| Bank Rels. Officer & Cash | FCH3 - Void Checks                        | 1     |
| Cash Management Officer   | FCH3 - Void Checks                        | 1     |
| Finance & Adm General Man | FCH3 - Void Checks                        | 1     |
| Finance Admin             | FCH3 - Void Checks                        | 1     |
| Financial & Accounting Su | FCH3 - Void Checks                        | 1     |
| Financial Control Departm | FCH3 - Void Checks                        | 1     |
| Trade Finance Admin.      | FCH3 - Void Checks                        | 1     |
| Trade Finance Officer     | FCH3 - Void Checks                        | 1     |
| Treasury & Bangking Manag | FCH3 - Void Checks                        | 1     |
| Treasury General Manager  | FCH3 - Void Checks                        | 1     |
| Treasury Settlement Offic | FCH3 - Void Checks                        | 1     |
| Treasury Superintendent   | FCH3 - Void Checks                        | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Accounting Officer        | FCH5 - Create Check Information | 1     |
| Bank & Trade Finance Mana | FCH5 - Create Check Information | 1     |
| Bank Rels. Officer & Cash | FCH5 - Create Check Information | 1     |
| Cash Management Officer   | FCH5 - Create Check Information | 1     |
| Finance & Adm General Man | FCH5 - Create Check Information | 1     |
| Finance Admin             | FCH5 - Create Check Information | 1     |
| Financial & Accounting Su | FCH5 - Create Check Information | 1     |
| Financial Control Departm | FCH5 - Create Check Information | 1     |
| Trade Finance Admin.      | FCH5 - Create Check Information | 1     |
| Trade Finance Officer     | FCH5 - Create Check Information | 1     |
| Treasury & Bangking Manag | FCH5 - Create Check Information | 1     |
| Treasury General Manager  | FCH5 - Create Check Information | 1     |
| Treasury Settlement Offic | FCH5 - Create Check Information | 1     |
| Treasury Superintendent   | FCH5 - Create Check Information | 1     |
| Accounting Officer        | FCH7 - Reprint Check            | 1     |
| Bank & Trade Finance Mana | FCH7 - Reprint Check            | 1     |
| Bank Rels. Officer & Cash | FCH7 - Reprint Check            | 1     |
| Cash Management Officer   | FCH7 - Reprint Check            | 1     |
| Finance & Adm General Man | FCH7 - Reprint Check            | 1     |
| Finance Admin             | FCH7 - Reprint Check            | 1     |
| Financial & Accounting Su | FCH7 - Reprint Check            | 1     |
| Financial Control Departm | FCH7 - Reprint Check            | 1     |
| Trade Finance Admin.      | FCH7 - Reprint Check            | 1     |
| Trade Finance Officer     | FCH7 - Reprint Check            | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Treasury & Bangking Manag | FCH7 - Reprint Check                      | 1     |
| Treasury General Manager  | FCH7 - Reprint Check                      | 1     |
| Treasury Settlement Offic | FCH7 - Reprint Check                      | 1     |
| Treasury Superintendent   | FCH7 - Reprint Check                      | 1     |
| Bank & Trade Finance Mana | FCH8 - Reverse Check Payment              | 1     |
| Finance & Adm General Man | FCH8 - Reverse Check Payment              | 1     |
| Financial Control Departm | FCH8 - Reverse Check Payment              | 1     |
| Treasury & Bangking Manag | FCH8 - Reverse Check Payment              | 1     |
| Treasury General Manager  | FCH8 - Reverse Check Payment              | 1     |
| Accounting Officer        | FCHN - Check Register                     | 1     |
| Bank & Trade Finance Mana | FCHN - Check Register                     | 1     |
| Bank Rels. Officer & Cash | FCHN - Check Register                     | 1     |
| Cash Management Officer   | FCHN - Check Register                     | 1     |
| Finance & Adm General Man | FCHN - Check Register                     | 1     |
| Finance Admin             | FCHN - Check Register                     | 1     |
| Financial & Accounting Su | FCHN - Check Register                     | 1     |
| Financial Control Departm | FCHN - Check Register                     | 1     |
| Trade Finance Admin.      | FCHN - Check Register                     | 1     |
| Trade Finance Officer     | FCHN - Check Register                     | 1     |
| Treasury & Bangking Manag | FCHN - Check Register                     | 1     |
| Treasury General Manager  | FCHN - Check Register                     | 1     |
| Treasury Settlement Offic | FCHN - Check Register                     | 1     |
| Treasury Superintendent   | FCHN - Check Register                     | 1     |
| Accounting Officer        | FCHT - Change Check/Payment<br>Assignment | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Bank & Trade Finance Mana | FCHT - Change Check/Payment<br>Assignment | 1     |
| Bank Rels. Officer & Cash | FCHT - Change Check/Payment Assignment    | 1     |
| Cash Management Officer   | FCHT - Change Check/Payment<br>Assignment | 1     |
| Finance & Adm General Man | FCHT - Change Check/Payment Assignment    | 1     |
| Finance Admin             | FCHT - Change Check/Payment Assignment    | 1     |
| Financial & Accounting Su | FCHT - Change Check/Payment Assignment    | 1     |
| Financial Control Departm | FCHT - Change Check/Payment Assignment    | 1     |
| Trade Finance Admin.      | FCHT - Change Check/Payment Assignment    | 1     |
| Trade Finance Officer     | FCHT - Change Check/Payment Assignment    | 1     |
| Treasury & Bangking Manag | FCHT - Change Check/Payment Assignment    | 1     |
| Treasury General Manager  | FCHT - Change Check/Payment Assignment    | 1     |
| Treasury Settlement Offic | FCHT - Change Check/Payment Assignment    | 1     |
| Treasury Superintendent   | FCHT - Change Check/Payment Assignment    | 1     |
| Finance & Adm General Man | FCKR - International cashed checks        | 1     |
| Treasury General Manager  | FCKR - International cashed checks        | 1     |
| SAP Support               | FD01 - Create Customer (Accounting)       | 1     |
| SAP Support               | FD02 - Change Customer (Accounting)       | 1     |
| Accounting & Tax Officer  | FD03 - Display Customer (Accounting)      | 1     |
| Accounting Administrator  | FD03 - Display Customer (Accounting)      | 1     |
| Accounting Manager        | FD03 - Display Customer (Accounting)      | 1     |
| Accounting Officer        | FD03 - Display Customer (Accounting)      | 1     |
| Administration Staff      | FD03 - Display Customer (Accounting)      | 1     |
| AP & AR Control Superviso | FD03 - Display Customer (Accounting)      | 1     |
| AP Control Manager        | FD03 - Display Customer (Accounting)      | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| AR Control Superintendent | FD03 - Display Customer (Accounting) | 1     |
| AR NON Trade Control Serv | FD03 - Display Customer (Accounting) | 1     |
| AR Officer                | FD03 - Display Customer (Accounting) | 1     |
| AR Trade Control Service  | FD03 - Display Customer (Accounting) | 1     |
| Budget & Control Supervis | FD03 - Display Customer (Accounting) | 1     |
| Budget Officer            | FD03 - Display Customer (Accounting) | 1     |
| Default position          | FD03 - Display Customer (Accounting) | 1     |
| External Auditor          | FD03 - Display Customer (Accounting) | 1     |
| Finance & Adm General Man | FD03 - Display Customer (Accounting) | 1     |
| Finance Admin             | FD03 - Display Customer (Accounting) | 1     |
| Finance Rep. & Analyst Ma | FD03 - Display Customer (Accounting) | 1     |
| Finance Reporting Officer | FD03 - Display Customer (Accounting) | 1     |
| Financial & Accounting Su | FD03 - Display Customer (Accounting) | 1     |
| Financial Control Departm | FD03 - Display Customer (Accounting) | 1     |
| Financial Reporting Manag | FD03 - Display Customer (Accounting) | 1     |
| Financial Reporting Offic | FD03 - Display Customer (Accounting) | 1     |
| Financial Reporting Senio | FD03 - Display Customer (Accounting) | 1     |
| Financial Reporting Super | FD03 - Display Customer (Accounting) | 1     |
| Gen. Accounting Superviso | FD03 - Display Customer (Accounting) | 1     |
| Internal Auditor          | FD03 - Display Customer (Accounting) | 1     |
| Managerial Reporting Supe | FD03 - Display Customer (Accounting) | 1     |
| MGM_REP                   | FD03 - Display Customer (Accounting) | 1     |
| Mgt Reporting & Budget Se | FD03 - Display Customer (Accounting) | 1     |
| President Director        | FD03 - Display Customer (Accounting) | 1     |

| HR Position                    | Code Matrix                                | Count |
|--------------------------------|--|-------|
| SAP Support                    | FD03 - Display Customer (Accounting)       | 1     |
| Tax Manager                    | FD03 - Display Customer (Accounting)       | 1     |
| Tax Officer                    | FD03 - Display Customer (Accounting)       | 1     |
| SAP Support                    | FD04 - Customer Changes (Accounting)       | 1     |
| SAP Support                    | FD05 - Block Customer (Accounting)         | 1     |
| SAP Support                    | FD06 - Mark Customer for Deletion (Acctng) | 1     |
| Accounting & Tax Officer       | FD10N - Customer Balance Display           | 1     |
| Accounting Administrator       | FD10N - Customer Balance Display           | 1     |
| Accounting Manager             | FD10N - Customer Balance Display           | 1     |
| Accounting Officer             | FD10N - Customer Balance Display           | 1     |
| Administration Staff           | FD10N - Customer Balance Display           | 1     |
| AP & AR Control Superviso      | FD10N - Customer Balance Display           | 1     |
| AP Control Manager             | FD10N - Customer Balance Display           | 1     |
| AR Control Superintendent      | FD10N - Customer Balance Display           | 1     |
| AR NON Trade Control Serv      | FD10N - Customer Balance Display           | 1     |
| AR Officer                     | FD10N - Customer Balance Display           | 1     |
| AR Trade Control Service       | FD10N - Customer Balance Display           | 1     |
| Bank & Trade Finance Mana      | FD10N - Customer Balance Display           | 1     |
| Bank Rels. Officer & Cash      | FD10N - Customer Balance Display           | 1     |
| Budget & Control Supervis      | FD10N - Customer Balance Display           | 1     |
| Budget Officer                 | FD10N - Customer Balance Display           | 1     |
| Cash Management Administration | FD10N - Customer Balance Display           | 1     |
| Cash Management Officer        | FD10N - Customer Balance Display           | 1     |
| Default position               | FD10N - Customer Balance Display           | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance & Adm General Man | FD10N - Customer Balance Display | 1     |
| Finance Admin             | FD10N - Customer Balance Display | 1     |
| Finance Rep. & Analyst Ma | FD10N - Customer Balance Display | 1     |
| Finance Reporting Officer | FD10N - Customer Balance Display | 1     |
| Financial & Accounting Su | FD10N - Customer Balance Display | 1     |
| Financial Control Departm | FD10N - Customer Balance Display | 1     |
| Financial Reporting Manag | FD10N - Customer Balance Display | 1     |
| Financial Reporting Offic | FD10N - Customer Balance Display | 1     |
| Financial Reporting Senio | FD10N - Customer Balance Display | 1     |
| Financial Reporting Super | FD10N - Customer Balance Display | 1     |
| Gen. Accounting Superviso | FD10N - Customer Balance Display | 1     |
| Managerial Reporting Supe | FD10N - Customer Balance Display | 1     |
| MGM_REP                   | FD10N - Customer Balance Display | 1     |
| Mgt Reporting & Budget Se | FD10N - Customer Balance Display | 1     |
| President Director        | FD10N - Customer Balance Display | 1     |
| Tax Manager               | FD10N - Customer Balance Display | 1     |
| Tax Officer               | FD10N - Customer Balance Display | 1     |
| Trade Finance Admin.      | FD10N - Customer Balance Display | 1     |
| Trade Finance Officer     | FD10N - Customer Balance Display | 1     |
| Treasury & Bangking Manag | FD10N - Customer Balance Display | 1     |
| Treasury Administration   | FD10N - Customer Balance Display | 1     |
| Treasury General Manager  | FD10N - Customer Balance Display | 1     |
| Treasury Settlement Offic | FD10N - Customer Balance Display | 1     |
| Treasury Superintendent   | FD10N - Customer Balance Display | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| SAP Support               | FD11 - Customer Account Analysis                | 1     |
| SAP Support               | FD33 - Display Customer Credit<br>Management    | 1     |
| SAP Support               | FDK43 - Credit Management - Master<br>Data List | 1     |
| Finance & Adm General Man | FEBA - Postprocess Electronic Bank<br>Statmt    | 1     |
| Treasury General Manager  | FEBA - Postprocess Electronic Bank<br>Statmt    | 1     |
| Finance & Adm General Man | FEBAN - Bank statement postprocessing           | 1     |
| Treasury General Manager  | FEBAN - Bank statement postprocessing           | 1     |
| Accounting Officer        | FEBP - Post Electronic Bank Statement           | 1     |
| Bank & Trade Finance Mana | FEBP - Post Electronic Bank Statement           | 1     |
| Bank Rels. Officer & Cash | FEBP - Post Electronic Bank Statement           | 1     |
| Cash Management Officer   | FEBP - Post Electronic Bank Statement           | 1     |
| Finance & Adm General Man | FEBP - Post Electronic Bank Statement           | 1     |
| Finance Admin             | FEBP - Post Electronic Bank Statement           | 1     |
| Financial & Accounting Su | FEBP - Post Electronic Bank Statement           | 1     |
| Financial Control Departm | FEBP - Post Electronic Bank Statement           | 1     |
| Trade Finance Admin.      | FEBP - Post Electronic Bank Statement           | 1     |
| Trade Finance Officer     | FEBP - Post Electronic Bank Statement           | 1     |
| Treasury & Bangking Manag | FEBP - Post Electronic Bank Statement           | 1     |
| Treasury General Manager  | FEBP - Post Electronic Bank Statement           | 1     |
| Treasury Settlement Offic | FEBP - Post Electronic Bank Statement           | 1     |
| Treasury Superintendent   | FEBP - Post Electronic Bank Statement           | 1     |
| Finance & Adm General Man | FF.5 - Import Electronic Bank Statement         | 1     |
| Treasury General Manager  | FF.5 - Import Electronic Bank Statement         | 1     |
| Accounting Officer        | FF.8 - Print Payment Orders                     | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Bank & Trade Finance Mana | FF.8 - Print Payment Orders                 | 1     |
| Bank Rels. Officer & Cash | FF.8 - Print Payment Orders                 | 1     |
| Cash Management Officer   | FF.8 - Print Payment Orders                 | 1     |
| Finance & Adm General Man | FF.8 - Print Payment Orders                 | 1     |
| Finance Admin             | FF.8 - Print Payment Orders                 | 1     |
| Financial & Accounting Su | FF.8 - Print Payment Orders                 | 1     |
| Financial Control Departm | FF.8 - Print Payment Orders                 | 1     |
| Trade Finance Admin.      | FF.8 - Print Payment Orders                 | 1     |
| Trade Finance Officer     | FF.8 - Print Payment Orders                 | 1     |
| Treasury & Bangking Manag | FF.8 - Print Payment Orders                 | 1     |
| Treasury General Manager  | FF.8 - Print Payment Orders                 | 1     |
| Treasury Settlement Offic | FF.8 - Print Payment Orders                 | 1     |
| Treasury Superintendent   | FF.8 - Print Payment Orders                 | 1     |
| Accounting Officer        | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Bank & Trade Finance Mana | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Bank Rels. Officer & Cash | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Cash Management Officer   | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Finance & Adm General Man | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Finance Admin             | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Financial & Accounting Su | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Financial Control Departm | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Trade Finance Admin.      | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Trade Finance Officer     | FF/8 - Import Bank Statement into Cash Mgmt | 1     |
| Treasury & Bangking Manag | FF/8 - Import Bank Statement into Cash Mgmt | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Treasury General Manager  | FF/8 - Import Bank Statement into Cash Mgmt    | 1     |
| Treasury Settlement Offic | FF/8 - Import Bank Statement into Cash Mgmt    | 1     |
| Treasury Superintendent   | FF/8 - Import Bank Statement into Cash Mgmt    | 1     |
| Accounting Officer        | FF-3 - Cash Management Summary Records         | 1     |
| Bank & Trade Finance Mana | FF-3 - Cash Management Summary Records         | 1     |
| Bank Rels. Officer & Cash | FF-3 - Cash Management Summary Records         | 1     |
| Cash Management Officer   | FF-3 - Cash Management Summary Records         | 1     |
| Finance & Adm General Man | FF-3 - Cash Management Summary Records         | 1     |
| Finance Admin             | FF-3 - Cash Management Summary Records         | 1     |
| Financial & Accounting Su | FF-3 - Cash Management Summary Records         | 1     |
| Financial Control Departm | FF-3 - Cash Management Summary Records         | 1     |
| Trade Finance Admin.      | FF-3 - Cash Management Summary Records         | 1     |
| Trade Finance Officer     | FF-3 - Cash Management Summary Records         | 1     |
| Treasury & Bangking Manag | FF-3 - Cash Management Summary Records         | 1     |
| Treasury General Manager  | FF-3 - Cash Management Summary Records         | 1     |
| Treasury Settlement Offic | FF-3 - Cash Management Summary Records         | 1     |
| Treasury Superintendent   | FF-3 - Cash Management Summary Records         | 1     |
| Bank & Trade Finance Mana | FF63 - Create Planning Memo Record             | 1     |
| Finance & Adm General Man | FF63 - Create Planning Memo Record             | 1     |
| Financial Control Departm | FF63 - Create Planning Memo Record             | 1     |
| Treasury & Bangking Manag | FF63 - Create Planning Memo Record             | 1     |
| Treasury General Manager  | FF63 - Create Planning Memo Record             | 1     |
| Accounting Officer        | FF65 - List of Cash Management Memo<br>Records | 1     |
| Bank & Trade Finance Mana | FF65 - List of Cash Management Memo<br>Records | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Bank Rels. Officer & Cash | FF65 - List of Cash Management Memo<br>Records | 1     |
| Cash Management Officer   | FF65 - List of Cash Management Memo<br>Records | 1     |
| Finance & Adm General Man | FF65 - List of Cash Management Memo Records    | 1     |
| Finance Admin             | FF65 - List of Cash Management Memo Records    | 1     |
| Financial & Accounting Su | FF65 - List of Cash Management Memo Records    | 1     |
| Financial Control Departm | FF65 - List of Cash Management Memo Records    | 1     |
| Trade Finance Admin.      | FF65 - List of Cash Management Memo Records    | 1     |
| Trade Finance Officer     | FF65 - List of Cash Management Memo Records    | 1     |
| Treasury & Bangking Manag | FF65 - List of Cash Management Memo Records    | 1     |
| Treasury General Manager  | FF65 - List of Cash Management Memo Records    | 1     |
| Treasury Settlement Offic | FF65 - List of Cash Management Memo Records    | 1     |
| Treasury Superintendent   | FF65 - List of Cash Management Memo Records    | 1     |
| Finance & Adm General Man | FF67 - Manual Account Statement                | 1     |
| Treasury General Manager  | FF67 - Manual Account Statement                | 1     |
| Finance & Adm General Man | FF68 - Manual Check Deposit<br>Transaction     | 1     |
| Treasury General Manager  | FF68 - Manual Check Deposit<br>Transaction     | 1     |
| Accounting Officer        | FF6B - Edit liquidity forecast planned item    | 1     |
| Bank & Trade Finance Mana | FF6B - Edit liquidity forecast planned item    | 1     |
| Bank Rels. Officer & Cash | FF6B - Edit liquidity forecast planned item    | 1     |
| Cash Management Officer   | FF6B - Edit liquidity forecast planned item    | 1     |
| Finance & Adm General Man | FF6B - Edit liquidity forecast planned item    | 1     |
| Finance Admin             | FF6B - Edit liquidity forecast planned item    | 1     |
| Financial & Accounting Su | FF6B - Edit liquidity forecast planned item    | 1     |
| Financial Control Departm | FF6B - Edit liquidity forecast planned item    | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Trade Finance Admin.      | FF6B - Edit liquidity forecast planned item | 1     |
| Trade Finance Officer     | FF6B - Edit liquidity forecast planned item | 1     |
| Treasury & Bangking Manag | FF6B - Edit liquidity forecast planned item | 1     |
| Treasury General Manager  | FF6B - Edit liquidity forecast planned item | 1     |
| Treasury Settlement Offic | FF6B - Edit liquidity forecast planned item | 1     |
| Treasury Superintendent   | FF6B - Edit liquidity forecast planned item | 1     |
| Bank & Trade Finance Mana | FF70 - Cash Mgmt Posit./Liquidity Forecast  | 1     |
| Finance & Adm General Man | FF70 - Cash Mgmt Posit./Liquidity Forecast  | 1     |
| Financial Control Departm | FF70 - Cash Mgmt Posit./Liquidity Forecast  | 1     |
| Treasury & Bangking Manag | FF70 - Cash Mgmt Posit./Liquidity Forecast  | 1     |
| Treasury General Manager  | FF70 - Cash Mgmt Posit./Liquidity Forecast  | 1     |
| Accounting Officer        | FF71 - Cash Position                        | 1     |
| Bank & Trade Finance Mana | FF71 - Cash Position                        | 1     |
| Bank Rels. Officer & Cash | FF71 - Cash Position                        | 1     |
| Cash Management Officer   | FF71 - Cash Position                        | 1     |
| Finance & Adm General Man | FF71 - Cash Position                        | 1     |
| Finance Admin             | FF71 - Cash Position                        | 1     |
| Financial & Accounting Su | FF71 - Cash Position                        | 1     |
| Financial Control Departm | FF71 - Cash Position                        | 1     |
| Trade Finance Admin.      | FF71 - Cash Position                        | 1     |
| Trade Finance Officer     | FF71 - Cash Position                        | 1     |
| Treasury & Bangking Manag | FF71 - Cash Position                        | 1     |
| Treasury General Manager  | FF71 - Cash Position                        | 1     |
| Treasury Settlement Offic | FF71 - Cash Position                        | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Treasury Superintendent   | FF71 - Cash Position                         | 1     |
| Accounting Officer        | FF72 - Liquidity forecast                    | 1     |
| Bank & Trade Finance Mana | FF72 - Liquidity forecast                    | 1     |
| Bank Rels. Officer & Cash | FF72 - Liquidity forecast                    | 1     |
| Cash Management Officer   | FF72 - Liquidity forecast                    | 1     |
| Finance & Adm General Man | FF72 - Liquidity forecast                    | 1     |
| Finance Admin             | FF72 - Liquidity forecast                    | 1     |
| Financial & Accounting Su | FF72 - Liquidity forecast                    | 1     |
| Financial Control Departm | FF72 - Liquidity forecast                    | 1     |
| Trade Finance Admin.      | FF72 - Liquidity forecast                    | 1     |
| Trade Finance Officer     | FF72 - Liquidity forecast                    | 1     |
| Treasury & Bangking Manag | FF72 - Liquidity forecast                    | 1     |
| Treasury General Manager  | FF72 - Liquidity forecast                    | 1     |
| Treasury Settlement Offic | FF72 - Liquidity forecast                    | 1     |
| Treasury Superintendent   | FF72 - Liquidity forecast                    | 1     |
| Bank & Trade Finance Mana | FF73 - Cash Concentration                    | 1     |
| Finance & Adm General Man | FF73 - Cash Concentration                    | 1     |
| Financial Control Departm | FF73 - Cash Concentration                    | 1     |
| Treasury & Bangking Manag | FF73 - Cash Concentration                    | 1     |
| Treasury General Manager  | FF73 - Cash Concentration                    | 1     |
| Bank & Trade Finance Mana | FF74 - Use Program to Access Cash<br>Concntn | 1     |
| Finance & Adm General Man | FF74 - Use Program to Access Cash<br>Concntn | 1     |
| Financial Control Departm | FF74 - Use Program to Access Cash<br>Concntn | 1     |
| Treasury & Bangking Manag | FF74 - Use Program to Access Cash<br>Concntn | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Treasury General Manager  | FF74 - Use Program to Access Cash<br>Concntn | 1     |
| Accounting Officer        | FF7A - Cash Position                         | 1     |
| Bank & Trade Finance Mana | FF7A - Cash Position                         | 1     |
| Bank Rels. Officer & Cash | FF7A - Cash Position                         | 1     |
| Cash Management Officer   | FF7A - Cash Position                         | 1     |
| Finance & Adm General Man | FF7A - Cash Position                         | 1     |
| Finance Admin             | FF7A - Cash Position                         | 1     |
| Financial & Accounting Su | FF7A - Cash Position                         | 1     |
| Financial Control Departm | FF7A - Cash Position                         | 1     |
| Trade Finance Admin.      | FF7A - Cash Position                         | 1     |
| Trade Finance Officer     | FF7A - Cash Position                         | 1     |
| Treasury & Bangking Manag | FF7A - Cash Position                         | 1     |
| Treasury General Manager  | FF7A - Cash Position                         | 1     |
| Treasury Settlement Offic | FF7A - Cash Position                         | 1     |
| Treasury Superintendent   | FF7A - Cash Position                         | 1     |
| Accounting Officer        | FF7B - Liquidity forecast                    | 1     |
| Bank & Trade Finance Mana | FF7B - Liquidity forecast                    | 1     |
| Bank Rels. Officer & Cash | FF7B - Liquidity forecast                    | 1     |
| Cash Management Officer   | FF7B - Liquidity forecast                    | 1     |
| Finance & Adm General Man | FF7B - Liquidity forecast                    | 1     |
| Finance Admin             | FF7B - Liquidity forecast                    | 1     |
| Financial & Accounting Su | FF7B - Liquidity forecast                    | 1     |
| Financial Control Departm | FF7B - Liquidity forecast                    | 1     |
| Trade Finance Admin.      | FF7B - Liquidity forecast                    | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Trade Finance Officer     | FF7B - Liquidity forecast                   | 1     |
| Treasury & Bangking Manag | FF7B - Liquidity forecast                   | 1     |
| Treasury General Manager  | FF7B - Liquidity forecast                   | 1     |
| Treasury Settlement Offic | FF7B - Liquidity forecast                   | 1     |
| Treasury Superintendent   | FF7B - Liquidity forecast                   | 1     |
| Accounting Officer        | FF-8 - Payment Advice Journal               | 1     |
| Bank & Trade Finance Mana | FF-8 - Payment Advice Journal               | 1     |
| Bank Rels. Officer & Cash | FF-8 - Payment Advice Journal               | 1     |
| Cash Management Officer   | FF-8 - Payment Advice Journal               | 1     |
| Finance & Adm General Man | FF-8 - Payment Advice Journal               | 1     |
| Finance Admin             | FF-8 - Payment Advice Journal               | 1     |
| Financial & Accounting Su | FF-8 - Payment Advice Journal               | 1     |
| Financial Control Departm | FF-8 - Payment Advice Journal               | 1     |
| Trade Finance Admin.      | FF-8 - Payment Advice Journal               | 1     |
| Trade Finance Officer     | FF-8 - Payment Advice Journal               | 1     |
| Treasury & Bangking Manag | FF-8 - Payment Advice Journal               | 1     |
| Treasury General Manager  | FF-8 - Payment Advice Journal               | 1     |
| Treasury Settlement Offic | FF-8 - Payment Advice Journal               | 1     |
| Treasury Superintendent   | FF-8 - Payment Advice Journal               | 1     |
| Accounting Officer        | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Bank & Trade Finance Mana | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Bank Rels. Officer & Cash | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Cash Management Officer   | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Finance & Adm General Man | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Finance Admin             | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Financial & Accounting Su | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Financial Control Departm | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Trade Finance Admin.      | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Trade Finance Officer     | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Treasury & Bangking Manag | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Treasury General Manager  | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Treasury Settlement Offic | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Treasury Superintendent   | FFA1 - Compare Advices with Bk.Stmt Advices | 1     |
| Accounting Administrator  | FGI0 - Execute Report                       | 1     |
| Accounting Manager        | FGI0 - Execute Report                       | 1     |
| Accounting Officer        | FGI0 - Execute Report                       | 1     |
| AP & AR Control Superviso | FGI0 - Execute Report                       | 1     |
| Budget & Control Supervis | FGI0 - Execute Report                       | 1     |
| Budget Officer            | FGI0 - Execute Report                       | 1     |
| Finance & Adm General Man | FGI0 - Execute Report                       | 1     |
| Finance Admin             | FGI0 - Execute Report                       | 1     |
| Finance Rep. & Analyst Ma | FGI0 - Execute Report                       | 1     |
| Finance Reporting Officer | FGI0 - Execute Report                       | 1     |
| Financial & Accounting Su | FGI0 - Execute Report                       | 1     |
| Financial Control Departm | FGI0 - Execute Report                       | 1     |
| Financial Reporting Manag | FGI0 - Execute Report                       | 1     |
| Financial Reporting Offic | FGI0 - Execute Report                       | 1     |
| Financial Reporting Senio | FGI0 - Execute Report                       | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Financial Reporting Super | FGI0 - Execute Report | 1     |
| Gen. Accounting Superviso | FGI0 - Execute Report | 1     |
| Managerial Reporting Supe | FGI0 - Execute Report | 1     |
| MGM_REP                   | FGI0 - Execute Report | 1     |
| Mgt Reporting & Budget Se | FGI0 - Execute Report | 1     |
| President Director        | FGI0 - Execute Report | 1     |
| SAP Support               | FGI0 - Execute Report | 1     |
| Accounting Officer        | FGI1 - Create Report  | 1     |
| Budget & Control Supervis | FGI1 - Create Report  | 1     |
| Budget Officer            | FGI1 - Create Report  | 1     |
| Finance Admin             | FGI1 - Create Report  | 1     |
| Finance Reporting Officer | FGI1 - Create Report  | 1     |
| Financial & Accounting Su | FGI1 - Create Report  | 1     |
| Financial Control Departm | FGI1 - Create Report  | 1     |
| Financial Reporting Manag | FGI1 - Create Report  | 1     |
| Financial Reporting Offic | FGI1 - Create Report  | 1     |
| Financial Reporting Super | FGI1 - Create Report  | 1     |
| Managerial Reporting Supe | FGI1 - Create Report  | 1     |
| MGM_REP                   | FGI1 - Create Report  | 1     |
| SAP Support               | FGI1 - Create Report  | 1     |
| Accounting Officer        | FGI2 - Change Report  | 1     |
| Budget & Control Supervis | FGI2 - Change Report  | 1     |
| Budget Officer            | FGI2 - Change Report  | 1     |
| Finance Admin             | FGI2 - Change Report  | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Finance Reporting Officer | FGI2 - Change Report  | 1     |
| Financial & Accounting Su | FGI2 - Change Report  | 1     |
| Financial Control Departm | FGI2 - Change Report  | 1     |
| Financial Reporting Manag | FGI2 - Change Report  | 1     |
| Financial Reporting Offic | FGI2 - Change Report  | 1     |
| Financial Reporting Super | FGI2 - Change Report  | 1     |
| Managerial Reporting Supe | FGI2 - Change Report  | 1     |
| MGM_REP                   | FGI2 - Change Report  | 1     |
| SAP Support               | FGI2 - Change Report  | 1     |
| Accounting Officer        | FGI3 - Display Report | 1     |
| Budget & Control Supervis | FGI3 - Display Report | 1     |
| Budget Officer            | FGI3 - Display Report | 1     |
| Finance Admin             | FGI3 - Display Report | 1     |
| Finance Reporting Officer | FGI3 - Display Report | 1     |
| Financial & Accounting Su | FGI3 - Display Report | 1     |
| Financial Control Departm | FGI3 - Display Report | 1     |
| Financial Reporting Manag | FGI3 - Display Report | 1     |
| Financial Reporting Offic | FGI3 - Display Report | 1     |
| Financial Reporting Super | FGI3 - Display Report | 1     |
| Managerial Reporting Supe | FGI3 - Display Report | 1     |
| MGM_REP                   | FGI3 - Display Report | 1     |
| Accounting Officer        | FGI4 - Create Form    | 1     |
| Budget & Control Supervis | FGI4 - Create Form    | 1     |
| Budget Officer            | FGI4 - Create Form    | 1     |

| HR Position               | Code Matrix         | Count |
|---------------------------|---------------------|-------|
| Finance Admin             | FGI4 - Create Form  | 1     |
| Finance Reporting Officer | FGI4 - Create Form  | 1     |
| Financial & Accounting Su | FGI4 - Create Form  | 1     |
| Financial Control Departm | FGI4 - Create Form  | 1     |
| Financial Reporting Manag | FGI4 - Create Form  | 1     |
| Financial Reporting Offic | FGI4 - Create Form  | 1     |
| Financial Reporting Super | FGI4 - Create Form  | 1     |
| Managerial Reporting Supe | FGI4 - Create Form  | 1     |
| MGM_REP                   | FGI4 - Create Form  | 1     |
| SAP Support               | FGI4 - Create Form  | 1     |
| Accounting Officer        | FGI5 - Change Form  | 1     |
| Budget & Control Supervis | FGI5 - Change Form  | 1     |
| Budget Officer            | FGI5 - Change Form  | 1     |
| Finance Admin             | FGI5 - Change Form  | 1     |
| Finance Reporting Officer | FGI5 - Change Form  | 1     |
| Financial & Accounting Su | FGI5 - Change Form  | 1     |
| Financial Control Departm | FGI5 - Change Form  | 1     |
| Financial Reporting Manag | FGI5 - Change Form  | 1     |
| Financial Reporting Offic | FGI5 - Change Form  | 1     |
| Financial Reporting Super | FGI5 - Change Form  | 1     |
| Managerial Reporting Supe | FGI5 - Change Form  | 1     |
| MGM_REP                   | FGI5 - Change Form  | 1     |
| SAP Support               | FGI5 - Change Form  | 1     |
| Accounting Officer        | FGI6 - Display Form | 1     |

| HR Position               | Code Matrix         | Count |
|---------------------------|---------------------|-------|
| Budget & Control Supervis | FGI6 - Display Form | 1     |
| Budget Officer            | FGI6 - Display Form | 1     |
| Finance Admin             | FGI6 - Display Form | 1     |
| Finance Reporting Officer | FGI6 - Display Form | 1     |
| Financial & Accounting Su | FGI6 - Display Form | 1     |
| Financial Control Departm | FGI6 - Display Form | 1     |
| Financial Reporting Manag | FGI6 - Display Form | 1     |
| Financial Reporting Offic | FGI6 - Display Form | 1     |
| Financial Reporting Super | FGI6 - Display Form | 1     |
| Managerial Reporting Supe | FGI6 - Display Form | 1     |
| MGM_REP                   | FGI6 - Display Form | 1     |
| SAP Support               | FGI6 - Display Form | 1     |
| SAP Support               | FI01 - Create Bank  | 1     |
| SAP Support               | FI02 - Change Bank  | 1     |
| Accounting & Tax Officer  | FI03 - Display Bank | 1     |
| Accounting Administrator  | FI03 - Display Bank | 1     |
| Accounting Manager        | FI03 - Display Bank | 1     |
| Accounting Officer        | FI03 - Display Bank | 1     |
| Administration Staff      | FI03 - Display Bank | 1     |
| AP & AR Control Superviso | FI03 - Display Bank | 1     |
| AP Control Manager        | FI03 - Display Bank | 1     |
| AR Control Superintendent | FI03 - Display Bank | 1     |
| AR NON Trade Control Serv | FI03 - Display Bank | 1     |
| AR Officer                | FI03 - Display Bank | 1     |

| HR Position                    | Code Matrix         | Count |
|--------------------------------|---------------------|-------|
| AR Trade Control Service       | FI03 - Display Bank | 1     |
| Bank & Trade Finance Mana      | FI03 - Display Bank | 1     |
| Bank Rels. Officer & Cash      | Fl03 - Display Bank | 1     |
| Cash Management Administration | FI03 - Display Bank | 1     |
| Cash Management Officer        | FI03 - Display Bank | 1     |
| Default position               | Fl03 - Display Bank | 1     |
| Finance & Adm General Man      | Fl03 - Display Bank | 1     |
| Finance Admin                  | Fl03 - Display Bank | 1     |
| Finance Rep. & Analyst Ma      | Fl03 - Display Bank | 1     |
| Finance Reporting Officer      | Fl03 - Display Bank | 1     |
| Financial & Accounting Su      | Fl03 - Display Bank | 1     |
| Financial Control Departm      | Fl03 - Display Bank | 1     |
| Financial Reporting Manag      | Fl03 - Display Bank | 1     |
| Financial Reporting Offic      | Fl03 - Display Bank | 1     |
| Financial Reporting Senio      | Fl03 - Display Bank | 1     |
| Financial Reporting Super      | Fl03 - Display Bank | 1     |
| Gen. Accounting Superviso      | FI03 - Display Bank | 1     |
| President Director             | Fl03 - Display Bank | 1     |
| SAP Support                    | Fl03 - Display Bank | 1     |
| Tax Manager                    | Fl03 - Display Bank | 1     |
| Tax Officer                    | Fl03 - Display Bank | 1     |
| Trade Finance Admin.           | Fl03 - Display Bank | 1     |
| Trade Finance Officer          | Fl03 - Display Bank | 1     |
| Treasury & Bangking Manag      | Fl03 - Display Bank | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Treasury Administration   | FI03 - Display Bank                         | 1     |
| Treasury General Manager  | FI03 - Display Bank                         | 1     |
| Treasury Settlement Offic | FI03 - Display Bank                         | 1     |
| Treasury Superintendent   | FI03 - Display Bank                         | 1     |
| SAP Support               | FI04 - Display Bank Changes                 | 1     |
| SAP Support               | FI12 - Change House Banks/Bank<br>Accounts  | 1     |
| SAP Support               | FI13 - Display House Banks/Bank<br>Accounts | 1     |
| Accounting Administrator  | FK03 - Display Vendor (Accounting)          | 1     |
| Accounting Manager        | FK03 - Display Vendor (Accounting)          | 1     |
| Accounting Officer        | FK03 - Display Vendor (Accounting)          | 1     |
| AP & AR Control Superviso | FK03 - Display Vendor (Accounting)          | 1     |
| Budget & Control Supervis | FK03 - Display Vendor (Accounting)          | 1     |
| Budget Officer            | FK03 - Display Vendor (Accounting)          | 1     |
| External Auditor          | FK03 - Display Vendor (Accounting)          | 1     |
| Finance & Adm General Man | FK03 - Display Vendor (Accounting)          | 1     |
| Finance Admin             | FK03 - Display Vendor (Accounting)          | 1     |
| Finance Rep. & Analyst Ma | FK03 - Display Vendor (Accounting)          | 1     |
| Finance Reporting Officer | FK03 - Display Vendor (Accounting)          | 1     |
| Financial & Accounting Su | FK03 - Display Vendor (Accounting)          | 1     |
| Financial Control Departm | FK03 - Display Vendor (Accounting)          | 1     |
| Financial Reporting Manag | FK03 - Display Vendor (Accounting)          | 1     |
| Financial Reporting Offic | FK03 - Display Vendor (Accounting)          | 1     |
| Financial Reporting Senio | FK03 - Display Vendor (Accounting)          | 1     |
| Financial Reporting Super | FK03 - Display Vendor (Accounting)          | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Gen. Accounting Superviso | FK03 - Display Vendor (Accounting) | 1     |
| Internal Auditor          | FK03 - Display Vendor (Accounting) | 1     |
| Managerial Reporting Supe | FK03 - Display Vendor (Accounting) | 1     |
| MGM_REP                   | FK03 - Display Vendor (Accounting) | 1     |
| Mgt Reporting & Budget Se | FK03 - Display Vendor (Accounting) | 1     |
| President Director        | FK03 - Display Vendor (Accounting) | 1     |
| SAP Support               | FK03 - Display Vendor (Accounting) | 1     |
| External Auditor          | FK04 - Vendor Changes (Accounting) | 1     |
| Finance Reporting Officer | FK04 - Vendor Changes (Accounting) | 1     |
| Financial Reporting Manag | FK04 - Vendor Changes (Accounting) | 1     |
| Financial Reporting Offic | FK04 - Vendor Changes (Accounting) | 1     |
| Financial Reporting Senio | FK04 - Vendor Changes (Accounting) | 1     |
| Internal Auditor          | FK04 - Vendor Changes (Accounting) | 1     |
| SAP Support               | FK04 - Vendor Changes (Accounting) | 1     |
| Accounting & Tax Officer  | FK10N - Vendor Balance Display     | 1     |
| Accounting Administrator  | FK10N - Vendor Balance Display     | 1     |
| Accounting Manager        | FK10N - Vendor Balance Display     | 1     |
| Accounting Officer        | FK10N - Vendor Balance Display     | 1     |
| Administration Staff      | FK10N - Vendor Balance Display     | 1     |
| AP & AR Control Superviso | FK10N - Vendor Balance Display     | 1     |
| AP Control Manager        | FK10N - Vendor Balance Display     | 1     |
| AP Controller             | FK10N - Vendor Balance Display     | 1     |
| AR Control Superintendent | FK10N - Vendor Balance Display     | 1     |
| AR NON Trade Control Serv | FK10N - Vendor Balance Display     | 1     |

| HR Position                    | Code Matrix                    | Count |
|--------------------------------|--------------------------------|-------|
| AR Officer                     | FK10N - Vendor Balance Display | 1     |
| AR Trade Control Service       | FK10N - Vendor Balance Display | 1     |
| Bank & Trade Finance Mana      | FK10N - Vendor Balance Display | 1     |
| Bank Rels. Officer & Cash      | FK10N - Vendor Balance Display | 1     |
| Budget & Control Supervis      | FK10N - Vendor Balance Display | 1     |
| Budget Officer                 | FK10N - Vendor Balance Display | 1     |
| Cash Management Administration | FK10N - Vendor Balance Display | 1     |
| Cash Management Officer        | FK10N - Vendor Balance Display | 1     |
| Default position               | FK10N - Vendor Balance Display | 1     |
| External Auditor               | FK10N - Vendor Balance Display | 1     |
| Finance & Adm General Man      | FK10N - Vendor Balance Display | 1     |
| Finance Admin                  | FK10N - Vendor Balance Display | 1     |
| Finance Rep. & Analyst Ma      | FK10N - Vendor Balance Display | 1     |
| Finance Reporting Officer      | FK10N - Vendor Balance Display | 1     |
| Financial & Accounting Su      | FK10N - Vendor Balance Display | 1     |
| Financial Control Departm      | FK10N - Vendor Balance Display | 1     |
| Financial Reporting Manag      | FK10N - Vendor Balance Display | 1     |
| Financial Reporting Offic      | FK10N - Vendor Balance Display | 1     |
| Financial Reporting Senio      | FK10N - Vendor Balance Display | 1     |
| Financial Reporting Super      | FK10N - Vendor Balance Display | 1     |
| Gen. Accounting Superviso      | FK10N - Vendor Balance Display | 1     |
| Internal Auditor               | FK10N - Vendor Balance Display | 1     |
| Managerial Reporting Supe      | FK10N - Vendor Balance Display | 1     |
| MGM_REP                        | FK10N - Vendor Balance Display | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | FK10N - Vendor Balance Display           | 1     |
| President Director        | FK10N - Vendor Balance Display           | 1     |
| SAP Support               | FK10N - Vendor Balance Display           | 1     |
| Tax Manager               | FK10N - Vendor Balance Display           | 1     |
| Tax Officer               | FK10N - Vendor Balance Display           | 1     |
| Trade Finance Admin.      | FK10N - Vendor Balance Display           | 1     |
| Trade Finance Officer     | FK10N - Vendor Balance Display           | 1     |
| Treasury & Bangking Manag | FK10N - Vendor Balance Display           | 1     |
| Treasury Administration   | FK10N - Vendor Balance Display           | 1     |
| Treasury General Manager  | FK10N - Vendor Balance Display           | 1     |
| Treasury Settlement Offic | FK10N - Vendor Balance Display           | 1     |
| Treasury Superintendent   | FK10N - Vendor Balance Display           | 1     |
| Bank & Trade Finance Mana | FLB2 - Import Lockbox File               | 1     |
| Finance & Adm General Man | FLB2 - Import Lockbox File               | 1     |
| Financial Control Departm | FLB2 - Import Lockbox File               | 1     |
| Treasury & Bangking Manag | FLB2 - Import Lockbox File               | 1     |
| Treasury General Manager  | FLB2 - Import Lockbox File               | 1     |
| SAP Support               | FM_FUNCTION - FM: Functional Area        | 1     |
| SAP Support               | FM03 - Display FM Document               | 1     |
| SAP Support               | FM9C - Plan Data Transfer from CO        | 1     |
| SAP Support               | FM9Q - FM: Total Up Budget               | 1     |
| SAP Support               | FM9QBUD - FM: Reconstruct Budget         | 1     |
| SAP Support               | FMBV - FM: Activate Availability Control | 1     |
| SAP Support               | FMCB - Reassignment: Document Selection  | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| SAP Support               | FMCD - Reassignment: Delete Work List                        | 1     |
| SAP Support               | FMCI_COPY_NEXT_YEAR - Copy<br>Cmmt Items into Following Year | 1     |
| SAP Support               | FMCIA - Edit Commitment Item                                 | 1     |
| SAP Support               | FMCR - Reassignment: Display Work List                       | 1     |
| SAP Support               | FMCT - Reassignment: Transfer                                | 1     |
| SAP Support               | FMDERIVE - FM Object Assignment - Customizing                | 1     |
| SAP Support               | FMDERIVER - FM Object Assignment - Maintenance               | 1     |
| Accounting Officer        | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Budget & Control Supervis | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Budget Officer            | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Finance Admin             | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Finance Reporting Officer | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Financial & Accounting Su | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Financial Control Departm | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Financial Reporting Manag | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Financial Reporting Offic | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Financial Reporting Super | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Managerial Reporting Supe | FMEK - FMCA: Create Drilldown Report                         | 1     |
| MGM_REP                   | FMEK - FMCA: Create Drilldown Report                         | 1     |
| SAP Support               | FMEK - FMCA: Create Drilldown Report                         | 1     |
| Accounting Officer        | FMEL - FMCA: Change Drilldown<br>Report                      | 1     |
| Budget & Control Supervis | FMEL - FMCA: Change Drilldown<br>Report                      | 1     |
| Budget Officer            | FMEL - FMCA: Change Drilldown<br>Report                      | 1     |
| Finance & Adm General Man | FMEL - FMCA: Change Drilldown<br>Report                      | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance Admin             | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Finance Reporting Officer | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Financial & Accounting Su | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Financial Control Departm | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Financial Reporting Manag | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Financial Reporting Offic | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Financial Reporting Super | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Managerial Reporting Supe | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| MGM_REP                   | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Mgt Reporting & Budget Se | FMEL - FMCA: Change Drilldown<br>Report  | 1     |
| Accounting Officer        | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Budget & Control Supervis | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Budget Officer            | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Finance & Adm General Man | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Finance Admin             | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Finance Reporting Officer | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Financial & Accounting Su | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Financial Control Departm | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Financial Reporting Manag | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Financial Reporting Offic | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Financial Reporting Super | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Managerial Reporting Supe | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| MGM_REP                   | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Mgt Reporting & Budget Se | FMEM - FMCA: Display Drilldown<br>Report | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| SAP Support               | FMEM - FMCA: Display Drilldown<br>Report | 1     |
| Accounting Officer        | FMEN - FMCA: Create Form                 | 1     |
| Budget & Control Supervis | FMEN - FMCA: Create Form                 | 1     |
| Budget Officer            | FMEN - FMCA: Create Form                 | 1     |
| Finance Admin             | FMEN - FMCA: Create Form                 | 1     |
| Finance Reporting Officer | FMEN - FMCA: Create Form                 | 1     |
| Financial & Accounting Su | FMEN - FMCA: Create Form                 | 1     |
| Financial Control Departm | FMEN - FMCA: Create Form                 | 1     |
| Financial Reporting Manag | FMEN - FMCA: Create Form                 | 1     |
| Financial Reporting Offic | FMEN - FMCA: Create Form                 | 1     |
| Financial Reporting Super | FMEN - FMCA: Create Form                 | 1     |
| Managerial Reporting Supe | FMEN - FMCA: Create Form                 | 1     |
| MGM_REP                   | FMEN - FMCA: Create Form                 | 1     |
| SAP Support               | FMEN - FMCA: Create Form                 | 1     |
| Accounting Officer        | FMEO - FMCA: Change Form                 | 1     |
| Budget & Control Supervis | FMEO - FMCA: Change Form                 | 1     |
| Budget Officer            | FMEO - FMCA: Change Form                 | 1     |
| Finance Admin             | FMEO - FMCA: Change Form                 | 1     |
| Finance Reporting Officer | FMEO - FMCA: Change Form                 | 1     |
| Financial & Accounting Su | FMEO - FMCA: Change Form                 | 1     |
| Financial Control Departm | FMEO - FMCA: Change Form                 | 1     |
| Financial Reporting Manag | FMEO - FMCA: Change Form                 | 1     |
| Financial Reporting Offic | FMEO - FMCA: Change Form                 | 1     |
| Financial Reporting Super | FMEO - FMCA: Change Form                 | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Managerial Reporting Supe | FMEO - FMCA: Change Form                    | 1     |
| MGM_REP                   | FMEO - FMCA: Change Form                    | 1     |
| Accounting Officer        | FMEP - FMCA: Display Form                   | 1     |
| Budget & Control Supervis | FMEP - FMCA: Display Form                   | 1     |
| Budget Officer            | FMEP - FMCA: Display Form                   | 1     |
| Finance Admin             | FMEP - FMCA: Display Form                   | 1     |
| Finance Reporting Officer | FMEP - FMCA: Display Form                   | 1     |
| Financial & Accounting Su | FMEP - FMCA: Display Form                   | 1     |
| Financial Control Departm | FMEP - FMCA: Display Form                   | 1     |
| Financial Reporting Manag | FMEP - FMCA: Display Form                   | 1     |
| Financial Reporting Offic | FMEP - FMCA: Display Form                   | 1     |
| Financial Reporting Super | FMEP - FMCA: Display Form                   | 1     |
| Managerial Reporting Supe | FMEP - FMCA: Display Form                   | 1     |
| MGM_REP                   | FMEP - FMCA: Display Form                   | 1     |
| SAP Support               | FMEP - FMCA: Display Form                   | 1     |
| SAP Support               | FMEQ - FMCA: Run Drilldown Report           | 1     |
| SAP Support               | FMIR - Detail Maintenance of Open Int Rules | 1     |
| SAP Support               | FMJ2 - Year-End Closing: Carryfwd Cmmts     | 1     |
| SAP Support               | FMJ3 - Reverse Commitments<br>Carryforward  | 1     |
| SAP Support               | FMMC - FM Obligation Closeout               | 1     |
| SAP Support               | FMMPCOVR - Carry over residual budget       | 1     |
| SAP Support               | FMOPER - Open Budgeting Periods             | 1     |
| Account Officer           | FMRP_RFFMAV01X - Annual Budget              | 1     |
| Account Receivable Office | FMRP_RFFMAV01X - Annual Budget              | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Accounting & Tax Officer  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Accounting Administrator  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Accounting Manager        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Accounting Officer        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Admin & Data Processing S | FMRP_RFFMAV01X - Annual Budget | 1     |
| Admin Doc. Filling        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Administration Staff      | FMRP_RFFMAV01X - Annual Budget | 1     |
| AP & AR Control Superviso | FMRP_RFFMAV01X - Annual Budget | 1     |
| AP Control Manager        | FMRP_RFFMAV01X - Annual Budget | 1     |
| AP Control Superintendent | FMRP_RFFMAV01X - Annual Budget | 1     |
| AP Controller             | FMRP_RFFMAV01X - Annual Budget | 1     |
| AP Officer                | FMRP_RFFMAV01X - Annual Budget | 1     |
| AR Control Manager        | FMRP_RFFMAV01X - Annual Budget | 1     |
| AR Control Superintendent | FMRP_RFFMAV01X - Annual Budget | 1     |
| AR NON Trade Control Serv | FMRP_RFFMAV01X - Annual Budget | 1     |
| AR Officer                | FMRP_RFFMAV01X - Annual Budget | 1     |
| AR Trade Control Service  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Area 1 Marketing & S. man | FMRP_RFFMAV01X - Annual Budget | 1     |
| Area 2 Marketing & S. man | FMRP_RFFMAV01X - Annual Budget | 1     |
| Area 3 Marketing & S. man | FMRP_RFFMAV01X - Annual Budget | 1     |
| Asset Officer             | FMRP_RFFMAV01X - Annual Budget | 1     |
| Bank & Trade Finance Mana | FMRP_RFFMAV01X - Annual Budget | 1     |
| Bank Rels. Officer & Cash | FMRP_RFFMAV01X - Annual Budget | 1     |
| Binungan Mine Operation A | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position                     | Code Matrix                    | Count |
|---------------------------------|--------------------------------|-------|
| Budget & Control Supervis       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Budget Officer                  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Building & General Asset        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Business Analyst Manager        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Cash Management Administration  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Cash Management Officer         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Claim & Compensation Admi       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Coal Handling Inf. Dev. &       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Coal Mining Dept. Head          | FMRP_RFFMAV01X - Annual Budget | 1     |
| ComDev Admin & Logistic         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Commuication & Relation Officer | FMRP_RFFMAV01X - Annual Budget | 1     |
| Community Rel Admin Suppo       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Comp.Benefit Admin              | FMRP_RFFMAV01X - Annual Budget | 1     |
| Comp.Benefit HR Berau Off       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Comp.Benefit HR Berau Sup       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Compensation & Benefits A       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Contract & Doc. Control O       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Contract Management Engin       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Corporate Affair Manager        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Corporate Affairs Officer       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Corporate Communication G       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Corporate Legal Manager         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Corporate Legal Senior Ma       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Corporate Secretary Manag       | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Corporate Support Senior  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Cost Estimator & Control  | FMRP_RFFMAV01X - Annual Budget | 1     |
| CPP & Hauling Road Superv | FMRP_RFFMAV01X - Annual Budget | 1     |
| CPP Superintendent        | FMRP_RFFMAV01X - Annual Budget | 1     |
| CPP Supervisor            | FMRP_RFFMAV01X - Annual Budget | 1     |
| Crewing Officer           | FMRP_RFFMAV01X - Annual Budget | 1     |
| Default position          | FMRP_RFFMAV01X - Annual Budget | 1     |
| Elect. P & C Engineer     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Electrical Supervisor     | FMRP_RFFMAV01X - Annual Budget | 1     |
| EMS Area 1 Manager        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Energy Management Serv. G | FMRP_RFFMAV01X - Annual Budget | 1     |
| Engineering Manager       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Environment Manager       | FMRP_RFFMAV01X - Annual Budget | 1     |
| ER & LM Admin Officer     | FMRP_RFFMAV01X - Annual Budget | 1     |
| ER & OHSE Training Manage | FMRP_RFFMAV01X - Annual Budget | 1     |
| Executive Secretary       | FMRP_RFFMAV01X - Annual Budget | 1     |
| External Auditor          | FMRP_RFFMAV01X - Annual Budget | 1     |
| External Relation & Land  | FMRP_RFFMAV01X - Annual Budget | 1     |
| External SAP Consultant   | FMRP_RFFMAV01X - Annual Budget | 1     |
| Finacial Accounting Staff | FMRP_RFFMAV01X - Annual Budget | 1     |
| Finance & Adm General Man | FMRP_RFFMAV01X - Annual Budget | 1     |
| Finance Admin             | FMRP_RFFMAV01X - Annual Budget | 1     |
| Finance Analyst           | FMRP_RFFMAV01X - Annual Budget | 1     |
| Finance Deputy Director   | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Finance Rep. & Analyst Ma | FMRP_RFFMAV01X - Annual Budget | 1     |
| Finance Reporting Officer | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial & Accounting Su | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Accounting Bera | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Accounting Jaka | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Control Departm | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Reporting Manag | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Reporting Offic | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Reporting Senio | FMRP_RFFMAV01X - Annual Budget | 1     |
| Financial Reporting Super | FMRP_RFFMAV01X - Annual Budget | 1     |
| GA Admin                  | FMRP_RFFMAV01X - Annual Budget | 1     |
| GA Officer                | FMRP_RFFMAV01X - Annual Budget | 1     |
| GA Service Supervisor     | FMRP_RFFMAV01X - Annual Budget | 1     |
| GA Staff JKT              | FMRP_RFFMAV01X - Annual Budget | 1     |
| GA Supervisor             | FMRP_RFFMAV01X - Annual Budget | 1     |
| Gen. Accounting Superviso | FMRP_RFFMAV01X - Annual Budget | 1     |
| Gen. Service & Logistic G | FMRP_RFFMAV01X - Annual Budget | 1     |
| General Affair Berau Supe | FMRP_RFFMAV01X - Annual Budget | 1     |
| General Affair Manager    | FMRP_RFFMAV01X - Annual Budget | 1     |
| Geology & Exploration Man | FMRP_RFFMAV01X - Annual Budget | 1     |
| Geology & Exploration Sup | FMRP_RFFMAV01X - Annual Budget | 1     |
| Geotechnic & Hydrology Ma | FMRP_RFFMAV01X - Annual Budget | 1     |
| H.S.E General Manager     | FMRP_RFFMAV01X - Annual Budget | 1     |
| HO Support Service Superv | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| HO Support Superintendent | FMRP_RFFMAV01X - Annual Budget | 1     |
| HR & GA Manager - JKT     | FMRP_RFFMAV01X - Annual Budget | 1     |
| HR Development Manager    | FMRP_RFFMAV01X - Annual Budget | 1     |
| HR System Support Officer | FMRP_RFFMAV01X - Annual Budget | 1     |
| HRGA General Manager      | FMRP_RFFMAV01X - Annual Budget | 1     |
| HSE General Admin         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Industrial Relation Coord | FMRP_RFFMAV01X - Annual Budget | 1     |
| Industrial Relation Offic | FMRP_RFFMAV01X - Annual Budget | 1     |
| Infrastructure Dev. Plan  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Internal Audit            | FMRP_RFFMAV01X - Annual Budget | 1     |
| Internal Audit Manager    | FMRP_RFFMAV01X - Annual Budget | 1     |
| Internal Auditor          | FMRP_RFFMAV01X - Annual Budget | 1     |
| IR & Welfare Superintende | FMRP_RFFMAV01X - Annual Budget | 1     |
| IT & MIS General Manager  | FMRP_RFFMAV01X - Annual Budget | 1     |
| IT Manager                | FMRP_RFFMAV01X - Annual Budget | 1     |
| Land Acquisition & Manage | FMRP_RFFMAV01X - Annual Budget | 1     |
| Lati Mine Opertaion Manag | FMRP_RFFMAV01X - Annual Budget | 1     |
| Lati Port Supervisor      | FMRP_RFFMAV01X - Annual Budget | 1     |
| Legal & Compliance Admin  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Legal Officer             | FMRP_RFFMAV01X - Annual Budget | 1     |
| LMO Admin Planner         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Logistic GL               | FMRP_RFFMAV01X - Annual Budget | 1     |
| Logistic GL Parts         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Logistic Manager          | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Logistic Officer          | FMRP_RFFMAV01X - Annual Budget | 1     |
| Logistic Section Head     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Logistic Supervisor       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Managerial Reporting Supe | FMRP_RFFMAV01X - Annual Budget | 1     |
| Marine Support Officer    | FMRP_RFFMAV01X - Annual Budget | 1     |
| Marketing & Transp. Admin | FMRP_RFFMAV01X - Annual Budget | 1     |
| Marketing & transp. Direc | FMRP_RFFMAV01X - Annual Budget | 1     |
| Marketing & transp.Deputy | FMRP_RFFMAV01X - Annual Budget | 1     |
| Marketing Support Officer | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mech & Elect Superintende | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mech. P & C Engineer      | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mechanical Supervisor     | FMRP_RFFMAV01X - Annual Budget | 1     |
| MGM_REP                   | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mgt Reporting & Budget Se | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mine Closure Manager      | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mine Contract Management  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mine Contract Mgmt & T.S  | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mine Dev & Geology Genera | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mine Plan & Control Manag | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mine Superintendent       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Mining General Manager    | FMRP_RFFMAV01X - Annual Budget | 1     |
| MIS Manager               | FMRP_RFFMAV01X - Annual Budget | 1     |
| O.H.S. Manager            | FMRP_RFFMAV01X - Annual Budget | 1     |
| Operation Deputy Director | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position                     | Code Matrix                    | Count |
|---------------------------------|--------------------------------|-------|
| Operation Director              | FMRP_RFFMAV01X - Annual Budget | 1     |
| Operation Support Service       | FMRP_RFFMAV01X - Annual Budget | 1     |
| P&C Superintendent              | FMRP_RFFMAV01X - Annual Budget | 1     |
| P. Quality & D. Control M       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Payment & Bank Reconsile        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Payroll Admin                   | FMRP_RFFMAV01X - Annual Budget | 1     |
| Payroll Officer                 | FMRP_RFFMAV01X - Annual Budget | 1     |
| Planner Hauling BMO Plant       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Planning & Design Eng.          | FMRP_RFFMAV01X - Annual Budget | 1     |
| Plant Administration Staff      | FMRP_RFFMAV01X - Annual Budget | 1     |
| Plant Maintenance Officer       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Port & Barging Opt. Manag       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Port Engineer                   | FMRP_RFFMAV01X - Annual Budget | 1     |
| PQDC Officer                    | FMRP_RFFMAV01X - Annual Budget | 1     |
| Prapatan Port Supervisor        | FMRP_RFFMAV01X - Annual Budget | 1     |
| President Director              | FMRP_RFFMAV01X - Annual Budget | 1     |
| Procurement Officer             | FMRP_RFFMAV01X - Annual Budget | 1     |
| Procurement Staff               | FMRP_RFFMAV01X - Annual Budget | 1     |
| Production Administration       | FMRP_RFFMAV01X - Annual Budget | 1     |
| Production Administration Staff | FMRP_RFFMAV01X - Annual Budget | 1     |
| Project Administration          | FMRP_RFFMAV01X - Annual Budget | 1     |
| Project Officer                 | FMRP_RFFMAV01X - Annual Budget | 1     |
| Purchasing Adm. Officer         | FMRP_RFFMAV01X - Annual Budget | 1     |
| Purchasing Manager              | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position                   | Code Matrix                    | Count |
|-------------------------------|--------------------------------|-------|
| Purchasing Officer            | FMRP_RFFMAV01X - Annual Budget | 1     |
| QHSE System Compliance Ma     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Recruit & Assessment Offi     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Recruitment Officer           | FMRP_RFFMAV01X - Annual Budget | 1     |
| Rental Department Head        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Risk Mgt. Compl. & Policy     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Sambarata Mine Operation      | FMRP_RFFMAV01X - Annual Budget | 1     |
| Sambarata Port Supervisor     | FMRP_RFFMAV01X - Annual Budget | 1     |
| SAP Support                   | FMRP_RFFMAV01X - Annual Budget | 1     |
| Secretary Officer             | FMRP_RFFMAV01X - Annual Budget | 1     |
| Security Manager              | FMRP_RFFMAV01X - Annual Budget | 1     |
| Senior Instruktur             | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shared Service Unit Gener     | FMRP_RFFMAV01X - Annual Budget | 1     |
| SHE Section Head              | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shipment Admin Officer        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shipping Admin                | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shipping Admin Officer        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shipping Administration Staff | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shipping Legal                | FMRP_RFFMAV01X - Annual Budget | 1     |
| Shipping Manager              | FMRP_RFFMAV01X - Annual Budget | 1     |
| Suaran Port Supervisor        | FMRP_RFFMAV01X - Annual Budget | 1     |
| Support Administrator Off     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Supporting Infr. Dev. Sup     | FMRP_RFFMAV01X - Annual Budget | 1     |
| Tax Manager                   | FMRP_RFFMAV01X - Annual Budget | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Tax Officer               | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Technical Service Manager | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Tender Officer            | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Ticketing                 | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Trade Finance Admin.      | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Trade Finance Officer     | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Traffic & Admin Superinte | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Transhipment Supervisor   | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Transp. & Sales Adm. Gene | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Transport & Shipment Mana | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Transport Analyst         | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Travelling & Claim Admin  | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Treasury & Bangking Manag | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Treasury Administration   | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Treasury General Manager  | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Treasury Settlement Offic | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Treasury Superintendent   | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Warehouse Crew            | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| Welfare Admin Supervisor  | FMRP_RFFMAV01X - Annual Budget                   | 1     |
| SAP Support               | FMRP_RFFMEP1AX - All Postings                    | 1     |
| Accounting Officer        | FMRP_RFFMEP1OX - Commitments and Funds Transfers | 1     |
| Budget & Control Supervis | FMRP_RFFMEP1OX - Commitments and Funds Transfers | 1     |
| Budget Officer            | FMRP_RFFMEP1OX - Commitments and Funds Transfers | 1     |
| Finance Admin             | FMRP_RFFMEP1OX - Commitments and Funds Transfers | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Financial & Accounting Su | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Financial Control Departm | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Financial Reporting Manag | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Financial Reporting Offic | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Financial Reporting Super | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Managerial Reporting Supe | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| MGM_REP                   | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| SAP Support               | FMRP_RFFMEP1OX - Commitments and Funds Transfers      | 1     |
| Accounting Officer        | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Budget & Control Supervis | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Budget Officer            | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Finance & Adm General Man | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Finance Admin             | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Finance Reporting Officer | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Financial & Accounting Su | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Financial Control Departm | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Financial Reporting Manag | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Financial Reporting Offic | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Financial Reporting Super | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Managerial Reporting Supe | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| MGM_REP                   | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| Mgt Reporting & Budget Se | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |
| SAP Support               | FMRP_RFFMEP30X - PBOF - Annual Bdgt vs Cmmts/Acts Lls | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Accounting Officer        | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Budget & Control Supervis | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Budget Officer            | FMRP_RFFMTO10X -<br>Commitment/Actual Totals Records | 1     |
| Finance & Adm General Man | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Finance Admin             | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Finance Reporting Officer | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Financial & Accounting Su | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Financial Control Departm | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Financial Reporting Manag | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Financial Reporting Offic | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Financial Reporting Super | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Managerial Reporting Supe | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| MGM_REP                   | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| Mgt Reporting & Budget Se | FMRP_RFFMTO10X - Commitment/Actual Totals Records    | 1     |
| SAP Support               | FMRP_RFFMTO10X -<br>Commitment/Actual Totals Records | 1     |
| Accounting Officer        | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Budget & Control Supervis | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Budget Officer            | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Finance & Adm General Man | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Finance Admin             | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Finance Reporting Officer | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Financial & Accounting Su | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Financial Control Departm | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |
| Financial Reporting Manag | FMRP_RFFMTO50 - Annual Budget:<br>List               | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | FMRP_RFFMTO50 - Annual Budget:<br>List              | 1     |
| Financial Reporting Super | FMRP_RFFMTO50 - Annual Budget:<br>List              | 1     |
| Managerial Reporting Supe | FMRP_RFFMTO50 - Annual Budget:<br>List              | 1     |
| MGM_REP                   | FMRP_RFFMTO50 - Annual Budget:<br>List              | 1     |
| Mgt Reporting & Budget Se | FMRP_RFFMTO50 - Annual Budget:<br>List              | 1     |
| SAP Support               | FMRP_RFFMTO50 - Annual Budget:<br>List              | 1     |
| SAP Support               | FMSA - Create Funds Center in FM<br>Area            | 1     |
| SAP Support               | FMSB - Change Funds Center in FM<br>Area            | 1     |
| SAP Support               | FMSC - Display Funds Center in FM<br>Area           | 1     |
| SAP Support               | FMU1 - Maintain Funds Reservation Doc.Types         | 1     |
| SAP Support               | FMX2 - Change Funds Reservation                     | 1     |
| SAP Support               | FMX3 - Display Funds Reservation                    | 1     |
| External Auditor          | FO_BELEGE - Document Analysis Doc. Database BRF     | 1     |
| Finance Reporting Officer | FO_BELEGE - Document Analysis Doc. Database BRF     | 1     |
| Financial Reporting Manag | FO_BELEGE - Document Analysis Doc.<br>Database BRF  | 1     |
| Financial Reporting Offic | FO_BELEGE - Document Analysis Doc.<br>Database BRF  | 1     |
| Financial Reporting Senio | FO_BELEGE - Document Analysis Doc.<br>Database BRF  | 1     |
| Internal Auditor          | FO_BELEGE - Document Analysis Doc.<br>Database BRF  | 1     |
| SAP Support               | FO_BELEGE - Document Analysis Doc.<br>Database BRF  | 1     |
| External Auditor          | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |
| Finance Reporting Officer | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |
| Financial Reporting Manag | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |
| Financial Reporting Offic | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |
| Financial Reporting Senio | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Internal Auditor          | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |
| SAP Support               | FO_BELEGE_RETAX - Doc. Analysis for RETAX Documents | 1     |
| External Auditor          | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| Finance Reporting Officer | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| Financial Reporting Manag | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| Financial Reporting Offic | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| Financial Reporting Senio | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| Internal Auditor          | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| SAP Support               | FO_FVVI_BUKRS - Basic Settings for RE Company Codes | 1     |
| External Auditor          | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| Finance Reporting Officer | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| Financial Reporting Manag | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| Financial Reporting Offic | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| Financial Reporting Senio | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| Internal Auditor          | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| SAP Support               | FO_RFVIAB30 - Correction Item Flows                 | 1     |
| External Auditor          | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| Finance Reporting Officer | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| Financial Reporting Manag | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| Financial Reporting Offic | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| Financial Reporting Senio | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| Internal Auditor          | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| SAP Support               | FO_V_ANKA_VI - Asset Classes - Real<br>Estate       | 1     |
| External Auditor          | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts   | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts     | 1     |
| Financial Reporting Manag | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts     | 1     |
| Financial Reporting Offic | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts     | 1     |
| Financial Reporting Senio | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts     | 1     |
| Internal Auditor          | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts     | 1     |
| SAP Support               | FO_V_TIV65 - Non-Deductible Input<br>Tax Accounts     | 1     |
| External Auditor          | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| Finance Reporting Officer | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| Financial Reporting Manag | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| Financial Reporting Offic | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| Financial Reporting Senio | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| Internal Auditor          | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| SAP Support               | FO_V_TIV79A - Input Tax Correction Accounts           | 1     |
| External Auditor          | FO_V_TIV79K - Non-Deduct.Input Tax Default Account    | 1     |
| Finance Reporting Officer | FO_V_TIV79K - Non-Deduct.Input Tax Default Account    | 1     |
| Financial Reporting Manag | FO_V_TIV79K - Non-Deduct.Input Tax<br>Default Account | 1     |
| Financial Reporting Offic | FO_V_TIV79K - Non-Deduct.Input Tax<br>Default Account | 1     |
| Financial Reporting Senio | FO_V_TIV79K - Non-Deduct.Input Tax Default Account    | 1     |
| Internal Auditor          | FO_V_TIV79K - Non-Deduct.Input Tax<br>Default Account | 1     |
| SAP Support               | FO_V_TIV79K - Non-Deduct.Input Tax<br>Default Account | 1     |
| External Auditor          | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |
| Finance Reporting Officer | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |
| Financial Reporting Manag | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |
| Financial Reporting Offic | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |
| Internal Auditor          | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |
| SAP Support               | FO_V_TIV80 - Clearing Accounts for Cost Accounts      | 1     |
| External Auditor          | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| Finance Reporting Officer | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| Financial Reporting Manag | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| Financial Reporting Offic | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| Financial Reporting Senio | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| Internal Auditor          | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| SAP Support               | FO_V_TIV84 - Revenue Acct Non-<br>Ded.Inp.Tx Rev.Acct | 1     |
| External Auditor          | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| Finance Reporting Officer | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| Financial Reporting Manag | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| Financial Reporting Offic | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| Financial Reporting Senio | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| Internal Auditor          | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| SAP Support               | FO_V_TIVA1 - Accounts for rounding differences        | 1     |
| External Auditor          | FO_VIBEOS - Option Rates: Correction Items            | 1     |
| Finance Reporting Officer | FO_VIBEOS - Option Rates: Correction Items            | 1     |
| Financial Reporting Manag | FO_VIBEOS - Option Rates: Correction Items            | 1     |
| Financial Reporting Offic | FO_VIBEOS - Option Rates: Correction Items            | 1     |
| Financial Reporting Senio | FO_VIBEOS - Option Rates: Correction Items            | 1     |
| Internal Auditor          | FO_VIBEOS - Option Rates: Correction Items            | 1     |
| SAP Support               | FO_VIBEOS - Option Rates: Correction Items            | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| External Auditor          | FO_VIOB05 - Option Rates: Buildings              | 1     |
| Finance Reporting Officer | FO_VIOB05 - Option Rates: Buildings              | 1     |
| Financial Reporting Manag | FO_VIOB05 - Option Rates: Buildings              | 1     |
| Financial Reporting Offic | FO_VIOB05 - Option Rates: Buildings              | 1     |
| Financial Reporting Senio | FO_VIOB05 - Option Rates: Buildings              | 1     |
| Internal Auditor          | FO_VIOB05 - Option Rates: Buildings              | 1     |
| SAP Support               | FO_VIOB05 - Option Rates: Buildings              | 1     |
| External Auditor          | FO_VIOB06 - Option Rates: Properties             | 1     |
| Finance Reporting Officer | FO_VIOB06 - Option Rates: Properties             | 1     |
| Financial Reporting Manag | FO_VIOB06 - Option Rates: Properties             | 1     |
| Financial Reporting Offic | FO_VIOB06 - Option Rates: Properties             | 1     |
| Financial Reporting Senio | FO_VIOB06 - Option Rates: Properties             | 1     |
| Internal Auditor          | FO_VIOB06 - Option Rates: Properties             | 1     |
| SAP Support               | FO_VIOB06 - Option Rates: Properties             | 1     |
| External Auditor          | FO_VIOB07 - Option Rates: Business<br>Entities   | 1     |
| Finance Reporting Officer | FO_VIOB07 - Option Rates: Business<br>Entities   | 1     |
| Financial Reporting Manag | FO_VIOB07 - Option Rates: Business<br>Entities   | 1     |
| Financial Reporting Offic | FO_VIOB07 - Option Rates: Business Entities      | 1     |
| Financial Reporting Senio | FO_VIOB07 - Option Rates: Business Entities      | 1     |
| Internal Auditor          | FO_VIOB07 - Option Rates: Business Entities      | 1     |
| SAP Support               | FO_VIOB07 - Option Rates: Business Entities      | 1     |
| External Auditor          | FO_VTIV8A - Accounts for Directly Assigned Costs | 1     |
| Finance Reporting Officer | FO_VTIV8A - Accounts for Directly Assigned Costs | 1     |
| Financial Reporting Manag | FO_VTIV8A - Accounts for Directly Assigned Costs | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | FO_VTIV8A - Accounts for Directly Assigned Costs    | 1     |
| Financial Reporting Senio | FO_VTIV8A - Accounts for Directly<br>Assigned Costs | 1     |
| Internal Auditor          | FO_VTIV8A - Accounts for Directly<br>Assigned Costs | 1     |
| SAP Support               | FO_VTIV8A - Accounts for Directly<br>Assigned Costs | 1     |
| External Auditor          | FO23 - Display business entity                      | 1     |
| Finance Reporting Officer | FO23 - Display business entity                      | 1     |
| Financial Reporting Manag | FO23 - Display business entity                      | 1     |
| Financial Reporting Offic | FO23 - Display business entity                      | 1     |
| Financial Reporting Senio | FO23 - Display business entity                      | 1     |
| Internal Auditor          | FO23 - Display business entity                      | 1     |
| SAP Support               | FO23 - Display business entity                      | 1     |
| External Auditor          | FO33 - Display property                             | 1     |
| Finance Reporting Officer | FO33 - Display property                             | 1     |
| Financial Reporting Manag | FO33 - Display property                             | 1     |
| Financial Reporting Offic | FO33 - Display property                             | 1     |
| Financial Reporting Senio | FO33 - Display property                             | 1     |
| Internal Auditor          | FO33 - Display property                             | 1     |
| SAP Support               | FO33 - Display property                             | 1     |
| External Auditor          | FO37 - Display building                             | 1     |
| Finance Reporting Officer | FO37 - Display building                             | 1     |
| Financial Reporting Manag | FO37 - Display building                             | 1     |
| Financial Reporting Offic | FO37 - Display building                             | 1     |
| Financial Reporting Senio | FO37 - Display building                             | 1     |
| Internal Auditor          | FO37 - Display building                             | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| SAP Support               | FO37 - Display building             | 1     |
| External Auditor          | FO63 - Display settlement unit      | 1     |
| Finance Reporting Officer | FO63 - Display settlement unit      | 1     |
| Financial Reporting Manag | FO63 - Display settlement unit      | 1     |
| Financial Reporting Offic | FO63 - Display settlement unit      | 1     |
| Financial Reporting Senio | FO63 - Display settlement unit      | 1     |
| Internal Auditor          | FO63 - Display settlement unit      | 1     |
| SAP Support               | FO63 - Display settlement unit      | 1     |
| External Auditor          | FO65 - Overview of Settlement Units | 1     |
| Finance Reporting Officer | FO65 - Overview of Settlement Units | 1     |
| Financial Reporting Manag | FO65 - Overview of Settlement Units | 1     |
| Financial Reporting Offic | FO65 - Overview of Settlement Units | 1     |
| Financial Reporting Senio | FO65 - Overview of Settlement Units | 1     |
| Internal Auditor          | FO65 - Overview of Settlement Units | 1     |
| SAP Support               | FO65 - Overview of Settlement Units | 1     |
| External Auditor          | FO80 - RA debit positions - Log     | 1     |
| Finance Reporting Officer | FO80 - RA debit positions - Log     | 1     |
| Financial Reporting Manag | FO80 - RA debit positions - Log     | 1     |
| Financial Reporting Offic | FO80 - RA debit positions - Log     | 1     |
| Financial Reporting Senio | FO80 - RA debit positions - Log     | 1     |
| Internal Auditor          | FO80 - RA debit positions - Log     | 1     |
| SAP Support               | FO80 - RA debit positions - Log     | 1     |
| External Auditor          | FO8DN - Input Tax Distribution Log  | 1     |
| Finance Reporting Officer | FO8DN - Input Tax Distribution Log  | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Manag | FO8DN - Input Tax Distribution Log | 1     |
| Financial Reporting Offic | FO8DN - Input Tax Distribution Log | 1     |
| Financial Reporting Senio | FO8DN - Input Tax Distribution Log | 1     |
| Internal Auditor          | FO8DN - Input Tax Distribution Log | 1     |
| SAP Support               | FO8DN - Input Tax Distribution Log | 1     |
| External Auditor          | FO97 - Display correction items    | 1     |
| Finance Reporting Officer | FO97 - Display correction items    | 1     |
| Financial Reporting Manag | FO97 - Display correction items    | 1     |
| Financial Reporting Offic | FO97 - Display correction items    | 1     |
| Financial Reporting Senio | FO97 - Display correction items    | 1     |
| Internal Auditor          | FO97 - Display correction items    | 1     |
| SAP Support               | FO97 - Display correction items    | 1     |
| External Auditor          | FOE3 - Display: Rental Unit        | 1     |
| Finance Reporting Officer | FOE3 - Display: Rental Unit        | 1     |
| Financial Reporting Manag | FOE3 - Display: Rental Unit        | 1     |
| Financial Reporting Offic | FOE3 - Display: Rental Unit        | 1     |
| Financial Reporting Senio | FOE3 - Display: Rental Unit        | 1     |
| Internal Auditor          | FOE3 - Display: Rental Unit        | 1     |
| SAP Support               | FOE3 - Display: Rental Unit        | 1     |
| External Auditor          | FOIP - RE Contract: Display        | 1     |
| Finance Reporting Officer | FOIP - RE Contract: Display        | 1     |
| Financial Reporting Manag | FOIP - RE Contract: Display        | 1     |
| Financial Reporting Offic | FOIP - RE Contract: Display        | 1     |
| Financial Reporting Senio | FOIP - RE Contract: Display        | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Internal Auditor          | FOIP - RE Contract: Display                    | 1     |
| SAP Support               | FOIP - RE Contract: Display                    | 1     |
| External Auditor          | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| Finance Reporting Officer | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| Financial Reporting Manag | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| Financial Reporting Offic | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| Financial Reporting Senio | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| Internal Auditor          | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| SAP Support               | FOIT - Acct Assign. for RE General<br>Contract | 1     |
| External Auditor          | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| Finance Reporting Officer | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| Financial Reporting Manag | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| Financial Reporting Offic | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| Financial Reporting Senio | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| Internal Auditor          | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| SAP Support               | FOJZ - RE Contract: Contract Data<br>Reporting | 1     |
| External Auditor          | FOOPTRATES - Option Rate Report                | 1     |
| Finance Reporting Officer | FOOPTRATES - Option Rate Report                | 1     |
| Financial Reporting Manag | FOOPTRATES - Option Rate Report                | 1     |
| Financial Reporting Offic | FOOPTRATES - Option Rate Report                | 1     |
| Financial Reporting Senio | FOOPTRATES - Option Rate Report                | 1     |
| Internal Auditor          | FOOPTRATES - Option Rate Report                | 1     |
| SAP Support               | FOOPTRATES - Option Rate Report                | 1     |
| External Auditor          | FOSK - Vacancy Debit Position - Log            | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | FOSK - Vacancy Debit Position - Log       | 1     |
| Financial Reporting Manag | FOSK - Vacancy Debit Position - Log       | 1     |
| Financial Reporting Offic | FOSK - Vacancy Debit Position - Log       | 1     |
| Financial Reporting Senio | FOSK - Vacancy Debit Position - Log       | 1     |
| Internal Auditor          | FOSK - Vacancy Debit Position - Log       | 1     |
| SAP Support               | FOSK - Vacancy Debit Position - Log       | 1     |
| External Auditor          | FOSL - General Real Estate Posting<br>Log | 1     |
| Finance Reporting Officer | FOSL - General Real Estate Posting<br>Log | 1     |
| Financial Reporting Manag | FOSL - General Real Estate Posting<br>Log | 1     |
| Financial Reporting Offic | FOSL - General Real Estate Posting<br>Log | 1     |
| Financial Reporting Senio | FOSL - General Real Estate Posting<br>Log | 1     |
| Internal Auditor          | FOSL - General Real Estate Posting<br>Log | 1     |
| SAP Support               | FOSL - General Real Estate Posting<br>Log | 1     |
| External Auditor          | FOV3 - Display Lease-Out                  | 1     |
| Finance Reporting Officer | FOV3 - Display Lease-Out                  | 1     |
| Financial Reporting Manag | FOV3 - Display Lease-Out                  | 1     |
| Financial Reporting Offic | FOV3 - Display Lease-Out                  | 1     |
| Financial Reporting Senio | FOV3 - Display Lease-Out                  | 1     |
| Internal Auditor          | FOV3 - Display Lease-Out                  | 1     |
| SAP Support               | FOV3 - Display Lease-Out                  | 1     |
| External Auditor          | FOZA - Acct determ. for LO                | 1     |
| Finance Reporting Officer | FOZA - Acct determ. for LO                | 1     |
| Financial Reporting Manag | FOZA - Acct determ. for LO                | 1     |
| Financial Reporting Offic | FOZA - Acct determ. for LO                | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Financial Reporting Senio | FOZA - Acct determ. for LO   | 1     |
| Internal Auditor          | FOZA - Acct determ. for LO   | 1     |
| SAP Support               | FOZA - Acct determ. for LO   | 1     |
| Accounting Officer        | FR50 - Enter Original Budget | 1     |
| Budget & Control Supervis | FR50 - Enter Original Budget | 1     |
| Budget Officer            | FR50 - Enter Original Budget | 1     |
| Finance & Adm General Man | FR50 - Enter Original Budget | 1     |
| Finance Admin             | FR50 - Enter Original Budget | 1     |
| Finance Reporting Officer | FR50 - Enter Original Budget | 1     |
| Financial & Accounting Su | FR50 - Enter Original Budget | 1     |
| Financial Control Departm | FR50 - Enter Original Budget | 1     |
| Financial Reporting Manag | FR50 - Enter Original Budget | 1     |
| Financial Reporting Offic | FR50 - Enter Original Budget | 1     |
| Financial Reporting Super | FR50 - Enter Original Budget | 1     |
| Managerial Reporting Supe | FR50 - Enter Original Budget | 1     |
| MGM_REP                   | FR50 - Enter Original Budget | 1     |
| Mgt Reporting & Budget Se | FR50 - Enter Original Budget | 1     |
| Accounting Officer        | FR52 - Enter Supplement      | 1     |
| Budget & Control Supervis | FR52 - Enter Supplement      | 1     |
| Budget Officer            | FR52 - Enter Supplement      | 1     |
| Finance & Adm General Man | FR52 - Enter Supplement      | 1     |
| Finance Admin             | FR52 - Enter Supplement      | 1     |
| Finance Reporting Officer | FR52 - Enter Supplement      | 1     |
| Financial & Accounting Su | FR52 - Enter Supplement      | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Financial Control Departm | FR52 - Enter Supplement | 1     |
| Financial Reporting Manag | FR52 - Enter Supplement | 1     |
| Financial Reporting Offic | FR52 - Enter Supplement | 1     |
| Financial Reporting Super | FR52 - Enter Supplement | 1     |
| Managerial Reporting Supe | FR52 - Enter Supplement | 1     |
| MGM_REP                   | FR52 - Enter Supplement | 1     |
| Mgt Reporting & Budget Se | FR52 - Enter Supplement | 1     |
| SAP Support               | FR52 - Enter Supplement | 1     |
| Accounting Officer        | FR53 - Enter Return     | 1     |
| Budget & Control Supervis | FR53 - Enter Return     | 1     |
| Budget Officer            | FR53 - Enter Return     | 1     |
| Finance & Adm General Man | FR53 - Enter Return     | 1     |
| Finance Admin             | FR53 - Enter Return     | 1     |
| Finance Reporting Officer | FR53 - Enter Return     | 1     |
| Financial & Accounting Su | FR53 - Enter Return     | 1     |
| Financial Control Departm | FR53 - Enter Return     | 1     |
| Financial Reporting Manag | FR53 - Enter Return     | 1     |
| Financial Reporting Offic | FR53 - Enter Return     | 1     |
| Financial Reporting Super | FR53 - Enter Return     | 1     |
| Managerial Reporting Supe | FR53 - Enter Return     | 1     |
| MGM_REP                   | FR53 - Enter Return     | 1     |
| Mgt Reporting & Budget Se | FR53 - Enter Return     | 1     |
| SAP Support               | FR53 - Enter Return     | 1     |
| Accounting Officer        | FR58 - Post             | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Budget & Control Supervis | FR58 - Post             | 1     |
| Budget Officer            | FR58 - Post             | 1     |
| Finance Admin             | FR58 - Post             | 1     |
| Finance Reporting Officer | FR58 - Post             | 1     |
| Financial & Accounting Su | FR58 - Post             | 1     |
| Financial Control Departm | FR58 - Post             | 1     |
| Financial Reporting Manag | FR58 - Post             | 1     |
| Financial Reporting Offic | FR58 - Post             | 1     |
| Financial Reporting Super | FR58 - Post             | 1     |
| Managerial Reporting Supe | FR58 - Post             | 1     |
| MGM_REP                   | FR58 - Post             | 1     |
| SAP Support               | FR58 - Post             | 1     |
| Accounting Officer        | FR60 - Display Document | 1     |
| Budget & Control Supervis | FR60 - Display Document | 1     |
| Budget Officer            | FR60 - Display Document | 1     |
| Finance Admin             | FR60 - Display Document | 1     |
| Finance Reporting Officer | FR60 - Display Document | 1     |
| Financial & Accounting Su | FR60 - Display Document | 1     |
| Financial Control Departm | FR60 - Display Document | 1     |
| Financial Reporting Manag | FR60 - Display Document | 1     |
| Financial Reporting Offic | FR60 - Display Document | 1     |
| Financial Reporting Super | FR60 - Display Document | 1     |
| Managerial Reporting Supe | FR60 - Display Document | 1     |
| MGM_REP                   | FR60 - Display Document | 1     |

| HR Position                    | Code Matrix             | Count |
|--------------------------------|-------------------------|-------|
| SAP Support                    | FR60 - Display Document | 1     |
| Accounting Manager             | FR63 - Park Supplement  | 1     |
| Accounting Officer             | FR63 - Park Supplement  | 1     |
| Admin & Data Processing S      | FR63 - Park Supplement  | 1     |
| Admin Doc. Filling             | FR63 - Park Supplement  | 1     |
| Administration Staff           | FR63 - Park Supplement  | 1     |
| AP & AR Control Superviso      | FR63 - Park Supplement  | 1     |
| AP Control Manager             | FR63 - Park Supplement  | 1     |
| AP Control Superintendent      | FR63 - Park Supplement  | 1     |
| AP Officer                     | FR63 - Park Supplement  | 1     |
| AR Control Manager             | FR63 - Park Supplement  | 1     |
| Area 1 Marketing & S. man      | FR63 - Park Supplement  | 1     |
| Area 2 Marketing & S. man      | FR63 - Park Supplement  | 1     |
| Area 3 Marketing & S. man      | FR63 - Park Supplement  | 1     |
| Bank & Trade Finance Mana      | FR63 - Park Supplement  | 1     |
| Bank Rels. Officer & Cash      | FR63 - Park Supplement  | 1     |
| Binungan Mine Operation A      | FR63 - Park Supplement  | 1     |
| Budget & Control Supervis      | FR63 - Park Supplement  | 1     |
| Budget Officer                 | FR63 - Park Supplement  | 1     |
| Business Analyst Manager       | FR63 - Park Supplement  | 1     |
| Cash Management Administration | FR63 - Park Supplement  | 1     |
| Claim & Compensation Admi      | FR63 - Park Supplement  | 1     |
| Coal Handling Inf. Dev. &      | FR63 - Park Supplement  | 1     |
| ComDev Admin & Logistic        | FR63 - Park Supplement  | 1     |

| HR Position                     | Code Matrix            | Count |
|---------------------------------|------------------------|-------|
| Commuication & Relation Officer | FR63 - Park Supplement | 1     |
| Community Rel Admin Suppo       | FR63 - Park Supplement | 1     |
| Comp.Benefit HR Berau Sup       | FR63 - Park Supplement | 1     |
| Compensation & Benefits A       | FR63 - Park Supplement | 1     |
| Corporate Affair Manager        | FR63 - Park Supplement | 1     |
| Corporate Affairs Officer       | FR63 - Park Supplement | 1     |
| Corporate Communication G       | FR63 - Park Supplement | 1     |
| Corporate Legal Manager         | FR63 - Park Supplement | 1     |
| Corporate Legal Senior Ma       | FR63 - Park Supplement | 1     |
| Corporate Support Senior        | FR63 - Park Supplement | 1     |
| Cost Estimator & Control        | FR63 - Park Supplement | 1     |
| Crewing Officer                 | FR63 - Park Supplement | 1     |
| Default position                | FR63 - Park Supplement | 1     |
| EMS Area 1 Manager              | FR63 - Park Supplement | 1     |
| Energy Management Serv. G       | FR63 - Park Supplement | 1     |
| Engineering Manager             | FR63 - Park Supplement | 1     |
| Environment Manager             | FR63 - Park Supplement | 1     |
| ER & LM Admin Officer           | FR63 - Park Supplement | 1     |
| ER & OHSE Training Manage       | FR63 - Park Supplement | 1     |
| Executive Secretary             | FR63 - Park Supplement | 1     |
| External Relation & Land        | FR63 - Park Supplement | 1     |
| Finance & Adm General Man       | FR63 - Park Supplement | 1     |
| Finance Admin                   | FR63 - Park Supplement | 1     |
| Finance Analyst                 | FR63 - Park Supplement | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| Finance Deputy Director   | FR63 - Park Supplement | 1     |
| Finance Rep. & Analyst Ma | FR63 - Park Supplement | 1     |
| Finance Reporting Officer | FR63 - Park Supplement | 1     |
| Financial & Accounting Su | FR63 - Park Supplement | 1     |
| Financial Control Departm | FR63 - Park Supplement | 1     |
| Financial Reporting Manag | FR63 - Park Supplement | 1     |
| Financial Reporting Offic | FR63 - Park Supplement | 1     |
| Financial Reporting Senio | FR63 - Park Supplement | 1     |
| Financial Reporting Super | FR63 - Park Supplement | 1     |
| GA Officer                | FR63 - Park Supplement | 1     |
| GA Service Supervisor     | FR63 - Park Supplement | 1     |
| GA Staff JKT              | FR63 - Park Supplement | 1     |
| GA Supervisor             | FR63 - Park Supplement | 1     |
| Gen. Service & Logistic G | FR63 - Park Supplement | 1     |
| General Affair Manager    | FR63 - Park Supplement | 1     |
| Geology & Exploration Man | FR63 - Park Supplement | 1     |
| Geology & Exploration Sup | FR63 - Park Supplement | 1     |
| Geotechnic & Hydrology Ma | FR63 - Park Supplement | 1     |
| H.S.E General Manager     | FR63 - Park Supplement | 1     |
| HR & GA Manager - JKT     | FR63 - Park Supplement | 1     |
| HR Development Manager    | FR63 - Park Supplement | 1     |
| HRGA General Manager      | FR63 - Park Supplement | 1     |
| HSE General Admin         | FR63 - Park Supplement | 1     |
| Infrastructure Dev. Plan  | FR63 - Park Supplement | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| Internal Audit            | FR63 - Park Supplement | 1     |
| Internal Audit Manager    | FR63 - Park Supplement | 1     |
| IR & Welfare Superintende | FR63 - Park Supplement | 1     |
| IT & MIS General Manager  | FR63 - Park Supplement | 1     |
| IT Manager                | FR63 - Park Supplement | 1     |
| Land Acquisition & Manage | FR63 - Park Supplement | 1     |
| Lati Mine Opertaion Manag | FR63 - Park Supplement | 1     |
| Lati Port Supervisor      | FR63 - Park Supplement | 1     |
| Legal & Compliance Admin  | FR63 - Park Supplement | 1     |
| Legal Officer             | FR63 - Park Supplement | 1     |
| Logistic Manager          | FR63 - Park Supplement | 1     |
| Managerial Reporting Supe | FR63 - Park Supplement | 1     |
| Marine Support Officer    | FR63 - Park Supplement | 1     |
| Marketing & Transp. Admin | FR63 - Park Supplement | 1     |
| Marketing & transp. Direc | FR63 - Park Supplement | 1     |
| Marketing & transp.Deputy | FR63 - Park Supplement | 1     |
| Marketing Support Officer | FR63 - Park Supplement | 1     |
| MGM_REP                   | FR63 - Park Supplement | 1     |
| Mgt Reporting & Budget Se | FR63 - Park Supplement | 1     |
| Mine Closure Manager      | FR63 - Park Supplement | 1     |
| Mine Contract Management  | FR63 - Park Supplement | 1     |
| Mine Dev & Geology Genera | FR63 - Park Supplement | 1     |
| Mine Plan & Control Manag | FR63 - Park Supplement | 1     |
| Mining General Manager    | FR63 - Park Supplement | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| MIS Manager               | FR63 - Park Supplement | 1     |
| O.H.S. Manager            | FR63 - Park Supplement | 1     |
| Operation Deputy Director | FR63 - Park Supplement | 1     |
| Operation Director        | FR63 - Park Supplement | 1     |
| Operation Support Service | FR63 - Park Supplement | 1     |
| P. Quality & D. Control M | FR63 - Park Supplement | 1     |
| Payment & Bank Reconsile  | FR63 - Park Supplement | 1     |
| Payroll Admin             | FR63 - Park Supplement | 1     |
| Planning & Design Eng.    | FR63 - Park Supplement | 1     |
| Port & Barging Opt. Manag | FR63 - Park Supplement | 1     |
| Port Engineer             | FR63 - Park Supplement | 1     |
| PQDC Officer              | FR63 - Park Supplement | 1     |
| President Director        | FR63 - Park Supplement | 1     |
| Procurement Officer       | FR63 - Park Supplement | 1     |
| Procurement Staff         | FR63 - Park Supplement | 1     |
| Project Administration    | FR63 - Park Supplement | 1     |
| Project Officer           | FR63 - Park Supplement | 1     |
| Purchasing Manager        | FR63 - Park Supplement | 1     |
| Purchasing Officer        | FR63 - Park Supplement | 1     |
| QHSE System Compliance Ma | FR63 - Park Supplement | 1     |
| Risk Mgt. Compl. & Policy | FR63 - Park Supplement | 1     |
| Sambarata Mine Operation  | FR63 - Park Supplement | 1     |
| Sambarata Port Supervisor | FR63 - Park Supplement | 1     |
| Secretary Officer         | FR63 - Park Supplement | 1     |

| HR Position                   | Code Matrix            | Count |
|-------------------------------|------------------------|-------|
| Security Manager              | FR63 - Park Supplement | 1     |
| Shared Service Unit Gener     | FR63 - Park Supplement | 1     |
| Shipment Admin Officer        | FR63 - Park Supplement | 1     |
| Shipping Admin                | FR63 - Park Supplement | 1     |
| Shipping Admin Officer        | FR63 - Park Supplement | 1     |
| Shipping Administration Staff | FR63 - Park Supplement | 1     |
| Shipping Legal                | FR63 - Park Supplement | 1     |
| Shipping Manager              | FR63 - Park Supplement | 1     |
| Suaran Port Supervisor        | FR63 - Park Supplement | 1     |
| Supporting Infr. Dev. Sup     | FR63 - Park Supplement | 1     |
| Tax Manager                   | FR63 - Park Supplement | 1     |
| Technical Service Manager     | FR63 - Park Supplement | 1     |
| Trade Finance Officer         | FR63 - Park Supplement | 1     |
| Transhipment Supervisor       | FR63 - Park Supplement | 1     |
| Transp. & Sales Adm. Gene     | FR63 - Park Supplement | 1     |
| Transport & Shipment Mana     | FR63 - Park Supplement | 1     |
| Transport Analyst             | FR63 - Park Supplement | 1     |
| Travelling & Claim Admin      | FR63 - Park Supplement | 1     |
| Treasury & Bangking Manag     | FR63 - Park Supplement | 1     |
| Treasury Administration       | FR63 - Park Supplement | 1     |
| Treasury General Manager      | FR63 - Park Supplement | 1     |
| Welfare Admin Supervisor      | FR63 - Park Supplement | 1     |
| Accounting Manager            | FR64 - Park Return     | 1     |
| Accounting Officer            | FR64 - Park Return     | 1     |

| HR Position                     | Code Matrix        | Count |
|---------------------------------|--------------------|-------|
| Administration Staff            | FR64 - Park Return | 1     |
| AP & AR Control Superviso       | FR64 - Park Return | 1     |
| AP Control Manager              | FR64 - Park Return | 1     |
| AR Control Manager              | FR64 - Park Return | 1     |
| Area 1 Marketing & S. man       | FR64 - Park Return | 1     |
| Area 2 Marketing & S. man       | FR64 - Park Return | 1     |
| Area 3 Marketing & S. man       | FR64 - Park Return | 1     |
| Bank & Trade Finance Mana       | FR64 - Park Return | 1     |
| Bank Rels. Officer & Cash       | FR64 - Park Return | 1     |
| Binungan Mine Operation A       | FR64 - Park Return | 1     |
| Budget & Control Supervis       | FR64 - Park Return | 1     |
| Budget Officer                  | FR64 - Park Return | 1     |
| Business Analyst Manager        | FR64 - Park Return | 1     |
| Cash Management Administration  | FR64 - Park Return | 1     |
| Claim & Compensation Admi       | FR64 - Park Return | 1     |
| Coal Handling Inf. Dev. &       | FR64 - Park Return | 1     |
| ComDev Admin & Logistic         | FR64 - Park Return | 1     |
| Commuication & Relation Officer | FR64 - Park Return | 1     |
| Community Rel Admin Suppo       | FR64 - Park Return | 1     |
| Corporate Affair Manager        | FR64 - Park Return | 1     |
| Corporate Affairs Officer       | FR64 - Park Return | 1     |
| Corporate Communication G       | FR64 - Park Return | 1     |
| Corporate Legal Manager         | FR64 - Park Return | 1     |
| Corporate Legal Senior Ma       | FR64 - Park Return | 1     |

| HR Position               | Code Matrix        | Count |
|---------------------------|--------------------|-------|
| Corporate Support Senior  | FR64 - Park Return | 1     |
| Cost Estimator & Control  | FR64 - Park Return | 1     |
| Crewing Officer           | FR64 - Park Return | 1     |
| Default position          | FR64 - Park Return | 1     |
| EMS Area 1 Manager        | FR64 - Park Return | 1     |
| Energy Management Serv. G | FR64 - Park Return | 1     |
| Engineering Manager       | FR64 - Park Return | 1     |
| Environment Manager       | FR64 - Park Return | 1     |
| ER & LM Admin Officer     | FR64 - Park Return | 1     |
| ER & OHSE Training Manage | FR64 - Park Return | 1     |
| Executive Secretary       | FR64 - Park Return | 1     |
| External Relation & Land  | FR64 - Park Return | 1     |
| Finance & Adm General Man | FR64 - Park Return | 1     |
| Finance Admin             | FR64 - Park Return | 1     |
| Finance Analyst           | FR64 - Park Return | 1     |
| Finance Deputy Director   | FR64 - Park Return | 1     |
| Finance Rep. & Analyst Ma | FR64 - Park Return | 1     |
| Finance Reporting Officer | FR64 - Park Return | 1     |
| Financial & Accounting Su | FR64 - Park Return | 1     |
| Financial Control Departm | FR64 - Park Return | 1     |
| Financial Reporting Manag | FR64 - Park Return | 1     |
| Financial Reporting Offic | FR64 - Park Return | 1     |
| Financial Reporting Senio | FR64 - Park Return | 1     |
| Financial Reporting Super | FR64 - Park Return | 1     |

| HR Position               | Code Matrix        | Count |
|---------------------------|--------------------|-------|
| GA Officer                | FR64 - Park Return | 1     |
| GA Supervisor             | FR64 - Park Return | 1     |
| Gen. Service & Logistic G | FR64 - Park Return | 1     |
| General Affair Manager    | FR64 - Park Return | 1     |
| Geology & Exploration Man | FR64 - Park Return | 1     |
| Geology & Exploration Sup | FR64 - Park Return | 1     |
| Geotechnic & Hydrology Ma | FR64 - Park Return | 1     |
| H.S.E General Manager     | FR64 - Park Return | 1     |
| HR & GA Manager - JKT     | FR64 - Park Return | 1     |
| HR Development Manager    | FR64 - Park Return | 1     |
| HRGA General Manager      | FR64 - Park Return | 1     |
| HSE General Admin         | FR64 - Park Return | 1     |
| Infrastructure Dev. Plan  | FR64 - Park Return | 1     |
| Internal Audit            | FR64 - Park Return | 1     |
| Internal Audit Manager    | FR64 - Park Return | 1     |
| IR & Welfare Superintende | FR64 - Park Return | 1     |
| IT & MIS General Manager  | FR64 - Park Return | 1     |
| IT Manager                | FR64 - Park Return | 1     |
| Land Acquisition & Manage | FR64 - Park Return | 1     |
| Lati Mine Opertaion Manag | FR64 - Park Return | 1     |
| Lati Port Supervisor      | FR64 - Park Return | 1     |
| Legal & Compliance Admin  | FR64 - Park Return | 1     |
| Legal Officer             | FR64 - Park Return | 1     |
| Logistic Manager          | FR64 - Park Return | 1     |

| HR Position               | Code Matrix        | Count |
|---------------------------|--------------------|-------|
| Managerial Reporting Supe | FR64 - Park Return | 1     |
| Marine Support Officer    | FR64 - Park Return | 1     |
| Marketing & Transp. Admin | FR64 - Park Return | 1     |
| Marketing & transp. Direc | FR64 - Park Return | 1     |
| Marketing & transp.Deputy | FR64 - Park Return | 1     |
| Marketing Support Officer | FR64 - Park Return | 1     |
| MGM_REP                   | FR64 - Park Return | 1     |
| Mgt Reporting & Budget Se | FR64 - Park Return | 1     |
| Mine Closure Manager      | FR64 - Park Return | 1     |
| Mine Contract Management  | FR64 - Park Return | 1     |
| Mine Dev & Geology Genera | FR64 - Park Return | 1     |
| Mine Plan & Control Manag | FR64 - Park Return | 1     |
| Mining General Manager    | FR64 - Park Return | 1     |
| MIS Manager               | FR64 - Park Return | 1     |
| O.H.S. Manager            | FR64 - Park Return | 1     |
| Operation Deputy Director | FR64 - Park Return | 1     |
| Operation Director        | FR64 - Park Return | 1     |
| P. Quality & D. Control M | FR64 - Park Return | 1     |
| Payment & Bank Reconsile  | FR64 - Park Return | 1     |
| Payroll Admin             | FR64 - Park Return | 1     |
| Planning & Design Eng.    | FR64 - Park Return | 1     |
| Port & Barging Opt. Manag | FR64 - Park Return | 1     |
| Port Engineer             | FR64 - Park Return | 1     |
| PQDC Officer              | FR64 - Park Return | 1     |

| HR Position                   | Code Matrix        | Count |
|-------------------------------|--------------------|-------|
| President Director            | FR64 - Park Return | 1     |
| Procurement Officer           | FR64 - Park Return | 1     |
| Procurement Staff             | FR64 - Park Return | 1     |
| Project Administration        | FR64 - Park Return | 1     |
| Project Officer               | FR64 - Park Return | 1     |
| Purchasing Manager            | FR64 - Park Return | 1     |
| Purchasing Officer            | FR64 - Park Return | 1     |
| QHSE System Compliance Ma     | FR64 - Park Return | 1     |
| Risk Mgt. Compl. & Policy     | FR64 - Park Return | 1     |
| Sambarata Mine Operation      | FR64 - Park Return | 1     |
| Sambarata Port Supervisor     | FR64 - Park Return | 1     |
| Secretary Officer             | FR64 - Park Return | 1     |
| Security Manager              | FR64 - Park Return | 1     |
| Shared Service Unit Gener     | FR64 - Park Return | 1     |
| Shipment Admin Officer        | FR64 - Park Return | 1     |
| Shipping Admin                | FR64 - Park Return | 1     |
| Shipping Admin Officer        | FR64 - Park Return | 1     |
| Shipping Administration Staff | FR64 - Park Return | 1     |
| Shipping Legal                | FR64 - Park Return | 1     |
| Shipping Manager              | FR64 - Park Return | 1     |
| Suaran Port Supervisor        | FR64 - Park Return | 1     |
| Supporting Infr. Dev. Sup     | FR64 - Park Return | 1     |
| Tax Manager                   | FR64 - Park Return | 1     |
| Technical Service Manager     | FR64 - Park Return | 1     |

| HR Position               | Code Matrix          | Count |
|---------------------------|----------------------|-------|
| Trade Finance Officer     | FR64 - Park Return   | 1     |
| Transhipment Supervisor   | FR64 - Park Return   | 1     |
| Transp. & Sales Adm. Gene | FR64 - Park Return   | 1     |
| Transport & Shipment Mana | FR64 - Park Return   | 1     |
| Transport Analyst         | FR64 - Park Return   | 1     |
| Travelling & Claim Admin  | FR64 - Park Return   | 1     |
| Treasury & Bangking Manag | FR64 - Park Return   | 1     |
| Treasury Administration   | FR64 - Park Return   | 1     |
| Treasury General Manager  | FR64 - Park Return   | 1     |
| Accounting Manager        | FR69 - Park Transfer | 1     |
| Accounting Officer        | FR69 - Park Transfer | 1     |
| Admin & Data Processing S | FR69 - Park Transfer | 1     |
| Admin Doc. Filling        | FR69 - Park Transfer | 1     |
| Administration Staff      | FR69 - Park Transfer | 1     |
| AP & AR Control Superviso | FR69 - Park Transfer | 1     |
| AP Control Manager        | FR69 - Park Transfer | 1     |
| AP Control Superintendent | FR69 - Park Transfer | 1     |
| AP Officer                | FR69 - Park Transfer | 1     |
| AR Control Manager        | FR69 - Park Transfer | 1     |
| Area 1 Marketing & S. man | FR69 - Park Transfer | 1     |
| Area 2 Marketing & S. man | FR69 - Park Transfer | 1     |
| Area 3 Marketing & S. man | FR69 - Park Transfer | 1     |
| Bank & Trade Finance Mana | FR69 - Park Transfer | 1     |
| Bank Rels. Officer & Cash | FR69 - Park Transfer | 1     |

| HR Position                     | Code Matrix          | Count |
|---------------------------------|----------------------|-------|
| Binungan Mine Operation A       | FR69 - Park Transfer | 1     |
| Budget & Control Supervis       | FR69 - Park Transfer | 1     |
| Budget Officer                  | FR69 - Park Transfer | 1     |
| Business Analyst Manager        | FR69 - Park Transfer | 1     |
| Cash Management Administration  | FR69 - Park Transfer | 1     |
| Claim & Compensation Admi       | FR69 - Park Transfer | 1     |
| Coal Handling Inf. Dev. &       | FR69 - Park Transfer | 1     |
| ComDev Admin & Logistic         | FR69 - Park Transfer | 1     |
| Commuication & Relation Officer | FR69 - Park Transfer | 1     |
| Community Rel Admin Suppo       | FR69 - Park Transfer | 1     |
| Comp.Benefit HR Berau Sup       | FR69 - Park Transfer | 1     |
| Compensation & Benefits A       | FR69 - Park Transfer | 1     |
| Corporate Affair Manager        | FR69 - Park Transfer | 1     |
| Corporate Affairs Officer       | FR69 - Park Transfer | 1     |
| Corporate Communication G       | FR69 - Park Transfer | 1     |
| Corporate Legal Manager         | FR69 - Park Transfer | 1     |
| Corporate Legal Senior Ma       | FR69 - Park Transfer | 1     |
| Corporate Secretary Manag       | FR69 - Park Transfer | 1     |
| Corporate Support Senior        | FR69 - Park Transfer | 1     |
| Cost Estimator & Control        | FR69 - Park Transfer | 1     |
| Crewing Officer                 | FR69 - Park Transfer | 1     |
| Default position                | FR69 - Park Transfer | 1     |
| EMS Area 1 Manager              | FR69 - Park Transfer | 1     |
| Energy Management Serv. G       | FR69 - Park Transfer | 1     |

| HR Position               | Code Matrix          | Count |
|---------------------------|----------------------|-------|
| Engineering Manager       | FR69 - Park Transfer | 1     |
| Environment Manager       | FR69 - Park Transfer | 1     |
| ER & LM Admin Officer     | FR69 - Park Transfer | 1     |
| ER & OHSE Training Manage | FR69 - Park Transfer | 1     |
| Executive Secretary       | FR69 - Park Transfer | 1     |
| External Relation & Land  | FR69 - Park Transfer | 1     |
| Finance & Adm General Man | FR69 - Park Transfer | 1     |
| Finance Admin             | FR69 - Park Transfer | 1     |
| Finance Analyst           | FR69 - Park Transfer | 1     |
| Finance Deputy Director   | FR69 - Park Transfer | 1     |
| Finance Rep. & Analyst Ma | FR69 - Park Transfer | 1     |
| Finance Reporting Officer | FR69 - Park Transfer | 1     |
| Financial & Accounting Su | FR69 - Park Transfer | 1     |
| Financial Control Departm | FR69 - Park Transfer | 1     |
| Financial Reporting Manag | FR69 - Park Transfer | 1     |
| Financial Reporting Offic | FR69 - Park Transfer | 1     |
| Financial Reporting Senio | FR69 - Park Transfer | 1     |
| Financial Reporting Super | FR69 - Park Transfer | 1     |
| GA Officer                | FR69 - Park Transfer | 1     |
| GA Service Supervisor     | FR69 - Park Transfer | 1     |
| GA Staff JKT              | FR69 - Park Transfer | 1     |
| GA Supervisor             | FR69 - Park Transfer | 1     |
| Gen. Service & Logistic G | FR69 - Park Transfer | 1     |
| General Affair Manager    | FR69 - Park Transfer | 1     |

| HR Position               | Code Matrix          | Count |
|---------------------------|----------------------|-------|
| Geology & Exploration Man | FR69 - Park Transfer | 1     |
| Geology & Exploration Sup | FR69 - Park Transfer | 1     |
| Geotechnic & Hydrology Ma | FR69 - Park Transfer | 1     |
| H.S.E General Manager     | FR69 - Park Transfer | 1     |
| HR & GA Manager - JKT     | FR69 - Park Transfer | 1     |
| HR Development Manager    | FR69 - Park Transfer | 1     |
| HRGA General Manager      | FR69 - Park Transfer | 1     |
| HSE General Admin         | FR69 - Park Transfer | 1     |
| Infrastructure Dev. Plan  | FR69 - Park Transfer | 1     |
| Internal Audit            | FR69 - Park Transfer | 1     |
| Internal Audit Manager    | FR69 - Park Transfer | 1     |
| IR & Welfare Superintende | FR69 - Park Transfer | 1     |
| IT & MIS General Manager  | FR69 - Park Transfer | 1     |
| IT Manager                | FR69 - Park Transfer | 1     |
| Land Acquisition & Manage | FR69 - Park Transfer | 1     |
| Lati Mine Opertaion Manag | FR69 - Park Transfer | 1     |
| Lati Port Supervisor      | FR69 - Park Transfer | 1     |
| Legal & Compliance Admin  | FR69 - Park Transfer | 1     |
| Legal Officer             | FR69 - Park Transfer | 1     |
| Logistic Manager          | FR69 - Park Transfer | 1     |
| Managerial Reporting Supe | FR69 - Park Transfer | 1     |
| Marine Support Officer    | FR69 - Park Transfer | 1     |
| Marketing & Transp. Admin | FR69 - Park Transfer | 1     |
| Marketing & transp. Direc | FR69 - Park Transfer | 1     |

| HR Position               | Code Matrix          | Count |
|---------------------------|----------------------|-------|
| Marketing & transp.Deputy | FR69 - Park Transfer | 1     |
| Marketing Support Officer | FR69 - Park Transfer | 1     |
| MGM_REP                   | FR69 - Park Transfer | 1     |
| Mgt Reporting & Budget Se | FR69 - Park Transfer | 1     |
| Mine Closure Manager      | FR69 - Park Transfer | 1     |
| Mine Contract Management  | FR69 - Park Transfer | 1     |
| Mine Dev & Geology Genera | FR69 - Park Transfer | 1     |
| Mine Plan & Control Manag | FR69 - Park Transfer | 1     |
| Mining General Manager    | FR69 - Park Transfer | 1     |
| MIS Manager               | FR69 - Park Transfer | 1     |
| O.H.S. Manager            | FR69 - Park Transfer | 1     |
| Operation Deputy Director | FR69 - Park Transfer | 1     |
| Operation Director        | FR69 - Park Transfer | 1     |
| Operation Support Service | FR69 - Park Transfer | 1     |
| P. Quality & D. Control M | FR69 - Park Transfer | 1     |
| Payment & Bank Reconsile  | FR69 - Park Transfer | 1     |
| Payroll Admin             | FR69 - Park Transfer | 1     |
| Planning & Design Eng.    | FR69 - Park Transfer | 1     |
| Port & Barging Opt. Manag | FR69 - Park Transfer | 1     |
| Port Engineer             | FR69 - Park Transfer | 1     |
| PQDC Officer              | FR69 - Park Transfer | 1     |
| President Director        | FR69 - Park Transfer | 1     |
| Procurement Officer       | FR69 - Park Transfer | 1     |
| Procurement Staff         | FR69 - Park Transfer | 1     |

| HR Position                   | Code Matrix          | Count |
|-------------------------------|----------------------|-------|
| Production Administration     | FR69 - Park Transfer | 1     |
| Project Administration        | FR69 - Park Transfer | 1     |
| Project Officer               | FR69 - Park Transfer | 1     |
| Purchasing Manager            | FR69 - Park Transfer | 1     |
| Purchasing Officer            | FR69 - Park Transfer | 1     |
| QHSE System Compliance Ma     | FR69 - Park Transfer | 1     |
| Risk Mgt. Compl. & Policy     | FR69 - Park Transfer | 1     |
| Sambarata Mine Operation      | FR69 - Park Transfer | 1     |
| Sambarata Port Supervisor     | FR69 - Park Transfer | 1     |
| Secretary Officer             | FR69 - Park Transfer | 1     |
| Security Manager              | FR69 - Park Transfer | 1     |
| Shared Service Unit Gener     | FR69 - Park Transfer | 1     |
| Shipment Admin Officer        | FR69 - Park Transfer | 1     |
| Shipping Admin                | FR69 - Park Transfer | 1     |
| Shipping Admin Officer        | FR69 - Park Transfer | 1     |
| Shipping Administration Staff | FR69 - Park Transfer | 1     |
| Shipping Legal                | FR69 - Park Transfer | 1     |
| Shipping Manager              | FR69 - Park Transfer | 1     |
| Suaran Port Supervisor        | FR69 - Park Transfer | 1     |
| Supporting Infr. Dev. Sup     | FR69 - Park Transfer | 1     |
| Tax Manager                   | FR69 - Park Transfer | 1     |
| Technical Service Manager     | FR69 - Park Transfer | 1     |
| Trade Finance Officer         | FR69 - Park Transfer | 1     |
| Transhipment Supervisor       | FR69 - Park Transfer | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Transp. & Sales Adm. Gene | FR69 - Park Transfer          | 1     |
| Transport & Shipment Mana | FR69 - Park Transfer          | 1     |
| Transport Analyst         | FR69 - Park Transfer          | 1     |
| Travelling & Claim Admin  | FR69 - Park Transfer          | 1     |
| Treasury & Bangking Manag | FR69 - Park Transfer          | 1     |
| Treasury Administration   | FR69 - Park Transfer          | 1     |
| Treasury General Manager  | FR69 - Park Transfer          | 1     |
| Welfare Admin Supervisor  | FR69 - Park Transfer          | 1     |
| Accounting Officer        | FR70 - Post Parked Document   | 1     |
| Budget & Control Supervis | FR70 - Post Parked Document   | 1     |
| Budget Officer            | FR70 - Post Parked Document   | 1     |
| Finance & Adm General Man | FR70 - Post Parked Document   | 1     |
| Finance Admin             | FR70 - Post Parked Document   | 1     |
| Finance Reporting Officer | FR70 - Post Parked Document   | 1     |
| Financial & Accounting Su | FR70 - Post Parked Document   | 1     |
| Financial Control Departm | FR70 - Post Parked Document   | 1     |
| Financial Reporting Manag | FR70 - Post Parked Document   | 1     |
| Financial Reporting Offic | FR70 - Post Parked Document   | 1     |
| Financial Reporting Super | FR70 - Post Parked Document   | 1     |
| Managerial Reporting Supe | FR70 - Post Parked Document   | 1     |
| MGM_REP                   | FR70 - Post Parked Document   | 1     |
| Mgt Reporting & Budget Se | FR70 - Post Parked Document   | 1     |
| Accounting Officer        | FR71 - Cancel Parked Document | 1     |
| Budget & Control Supervis | FR71 - Cancel Parked Document | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Budget Officer            | FR71 - Cancel Parked Document  | 1     |
| Finance & Adm General Man | FR71 - Cancel Parked Document  | 1     |
| Finance Admin             | FR71 - Cancel Parked Document  | 1     |
| Finance Reporting Officer | FR71 - Cancel Parked Document  | 1     |
| Financial & Accounting Su | FR71 - Cancel Parked Document  | 1     |
| Financial Control Departm | FR71 - Cancel Parked Document  | 1     |
| Financial Reporting Manag | FR71 - Cancel Parked Document  | 1     |
| Financial Reporting Offic | FR71 - Cancel Parked Document  | 1     |
| Financial Reporting Super | FR71 - Cancel Parked Document  | 1     |
| Managerial Reporting Supe | FR71 - Cancel Parked Document  | 1     |
| MGM_REP                   | FR71 - Cancel Parked Document  | 1     |
| Mgt Reporting & Budget Se | FR71 - Cancel Parked Document  | 1     |
| Accounting Officer        | FR72 - Display Parked Document | 1     |
| Budget & Control Supervis | FR72 - Display Parked Document | 1     |
| Budget Officer            | FR72 - Display Parked Document | 1     |
| Finance & Adm General Man | FR72 - Display Parked Document | 1     |
| Finance Admin             | FR72 - Display Parked Document | 1     |
| Finance Reporting Officer | FR72 - Display Parked Document | 1     |
| Financial & Accounting Su | FR72 - Display Parked Document | 1     |
| Financial Control Departm | FR72 - Display Parked Document | 1     |
| Financial Reporting Manag | FR72 - Display Parked Document | 1     |
| Financial Reporting Offic | FR72 - Display Parked Document | 1     |
| Financial Reporting Super | FR72 - Display Parked Document | 1     |
| Managerial Reporting Supe | FR72 - Display Parked Document | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| MGM_REP                   | FR72 - Display Parked Document            | 1     |
| Mgt Reporting & Budget Se | FR72 - Display Parked Document            | 1     |
| SAP Support               | FR72 - Display Parked Document            | 1     |
| Accounting Officer        | FR73 - Change Parked Document             | 1     |
| Budget & Control Supervis | FR73 - Change Parked Document             | 1     |
| Budget Officer            | FR73 - Change Parked Document             | 1     |
| Finance & Adm General Man | FR73 - Change Parked Document             | 1     |
| Finance Admin             | FR73 - Change Parked Document             | 1     |
| Finance Reporting Officer | FR73 - Change Parked Document             | 1     |
| Financial & Accounting Su | FR73 - Change Parked Document             | 1     |
| Financial Control Departm | FR73 - Change Parked Document             | 1     |
| Financial Reporting Manag | FR73 - Change Parked Document             | 1     |
| Financial Reporting Offic | FR73 - Change Parked Document             | 1     |
| Financial Reporting Super | FR73 - Change Parked Document             | 1     |
| Managerial Reporting Supe | FR73 - Change Parked Document             | 1     |
| MGM_REP                   | FR73 - Change Parked Document             | 1     |
| Mgt Reporting & Budget Se | FR73 - Change Parked Document             | 1     |
| SAP Support               | FS00 - G/L acct master record maintenance | 1     |
| SAP Support               | FS03 - Display Master Record              | 1     |
| SAP Support               | FS04 - G/L Account Changes (Centrally)    | 1     |
| External Auditor          | FS10 - G/L Account Balance                | 1     |
| Finance Reporting Officer | FS10 - G/L Account Balance                | 1     |
| Financial Reporting Manag | FS10 - G/L Account Balance                | 1     |
| Financial Reporting Offic | FS10 - G/L Account Balance                | 1     |

| HR Position                    | Code Matrix                | Count |
|--------------------------------|----------------------------|-------|
| Financial Reporting Senio      | FS10 - G/L Account Balance | 1     |
| Internal Auditor               | FS10 - G/L Account Balance | 1     |
| SAP Support                    | FS10 - G/L Account Balance | 1     |
| Accounting & Tax Officer       | FS10N - Balance Display    | 1     |
| Accounting Administrator       | FS10N - Balance Display    | 1     |
| Accounting Manager             | FS10N - Balance Display    | 1     |
| Accounting Officer             | FS10N - Balance Display    | 1     |
| Administration Staff           | FS10N - Balance Display    | 1     |
| AP & AR Control Superviso      | FS10N - Balance Display    | 1     |
| AP Control Manager             | FS10N - Balance Display    | 1     |
| AP Controller                  | FS10N - Balance Display    | 1     |
| AR Control Superintendent      | FS10N - Balance Display    | 1     |
| AR NON Trade Control Serv      | FS10N - Balance Display    | 1     |
| AR Officer                     | FS10N - Balance Display    | 1     |
| AR Trade Control Service       | FS10N - Balance Display    | 1     |
| Bank & Trade Finance Mana      | FS10N - Balance Display    | 1     |
| Bank Rels. Officer & Cash      | FS10N - Balance Display    | 1     |
| Budget & Control Supervis      | FS10N - Balance Display    | 1     |
| Budget Officer                 | FS10N - Balance Display    | 1     |
| Cash Management Administration | FS10N - Balance Display    | 1     |
| Cash Management Officer        | FS10N - Balance Display    | 1     |
| Comp.Benefit HR Berau Off      | FS10N - Balance Display    | 1     |
| Comp.Benefit HR Berau Sup      | FS10N - Balance Display    | 1     |
| Default position               | FS10N - Balance Display    | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| External Auditor          | FS10N - Balance Display | 1     |
| Finance & Adm General Man | FS10N - Balance Display | 1     |
| Finance Admin             | FS10N - Balance Display | 1     |
| Finance Rep. & Analyst Ma | FS10N - Balance Display | 1     |
| Finance Reporting Officer | FS10N - Balance Display | 1     |
| Financial & Accounting Su | FS10N - Balance Display | 1     |
| Financial Control Departm | FS10N - Balance Display | 1     |
| Financial Reporting Manag | FS10N - Balance Display | 1     |
| Financial Reporting Offic | FS10N - Balance Display | 1     |
| Financial Reporting Senio | FS10N - Balance Display | 1     |
| Financial Reporting Super | FS10N - Balance Display | 1     |
| GA Staff JKT              | FS10N - Balance Display | 1     |
| Gen. Accounting Superviso | FS10N - Balance Display | 1     |
| HR System Support Officer | FS10N - Balance Display | 1     |
| Internal Auditor          | FS10N - Balance Display | 1     |
| Managerial Reporting Supe | FS10N - Balance Display | 1     |
| MGM_REP                   | FS10N - Balance Display | 1     |
| Mgt Reporting & Budget Se | FS10N - Balance Display | 1     |
| President Director        | FS10N - Balance Display | 1     |
| SAP Support               | FS10N - Balance Display | 1     |
| Tax Manager               | FS10N - Balance Display | 1     |
| Tax Officer               | FS10N - Balance Display | 1     |
| Trade Finance Admin.      | FS10N - Balance Display | 1     |
| Trade Finance Officer     | FS10N - Balance Display | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Treasury & Bangking Manag | FS10N - Balance Display                       | 1     |
| Treasury Administration   | FS10N - Balance Display                       | 1     |
| Treasury General Manager  | FS10N - Balance Display                       | 1     |
| Treasury Settlement Offic | FS10N - Balance Display                       | 1     |
| Treasury Superintendent   | FS10N - Balance Display                       | 1     |
| SAP Support               | FSE2 - Change Financial Statement<br>Version  | 1     |
| SAP Support               | FSE3 - Display Financial Statement<br>Version | 1     |
| Accounting Officer        | FSI0 - Execute report                         | 1     |
| Budget & Control Supervis | FSI0 - Execute report                         | 1     |
| Budget Officer            | FSI0 - Execute report                         | 1     |
| Finance Admin             | FSI0 - Execute report                         | 1     |
| Finance Reporting Officer | FSI0 - Execute report                         | 1     |
| Financial & Accounting Su | FSI0 - Execute report                         | 1     |
| Financial Control Departm | FSI0 - Execute report                         | 1     |
| Financial Reporting Manag | FSI0 - Execute report                         | 1     |
| Financial Reporting Offic | FSI0 - Execute report                         | 1     |
| Financial Reporting Super | FSI0 - Execute report                         | 1     |
| Managerial Reporting Supe | FSI0 - Execute report                         | 1     |
| MGM_REP                   | FSI0 - Execute report                         | 1     |
| SAP Support               | FSI0 - Execute report                         | 1     |
| Accounting Officer        | FSI1 - Create Report                          | 1     |
| Budget & Control Supervis | FSI1 - Create Report                          | 1     |
| Budget Officer            | FSI1 - Create Report                          | 1     |
| Finance Admin             | FSI1 - Create Report                          | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Finance Reporting Officer | FSI1 - Create Report  | 1     |
| Financial & Accounting Su | FSI1 - Create Report  | 1     |
| Financial Control Departm | FSI1 - Create Report  | 1     |
| Financial Reporting Manag | FSI1 - Create Report  | 1     |
| Financial Reporting Offic | FSI1 - Create Report  | 1     |
| Financial Reporting Super | FSI1 - Create Report  | 1     |
| Managerial Reporting Supe | FSI1 - Create Report  | 1     |
| MGM_REP                   | FSI1 - Create Report  | 1     |
| SAP Support               | FSI1 - Create Report  | 1     |
| Accounting Officer        | FSI2 - Change Report  | 1     |
| Budget & Control Supervis | FSI2 - Change Report  | 1     |
| Budget Officer            | FSI2 - Change Report  | 1     |
| Finance Admin             | FSI2 - Change Report  | 1     |
| Finance Reporting Officer | FSI2 - Change Report  | 1     |
| Financial & Accounting Su | FSI2 - Change Report  | 1     |
| Financial Control Departm | FSI2 - Change Report  | 1     |
| Financial Reporting Manag | FSI2 - Change Report  | 1     |
| Financial Reporting Offic | FSI2 - Change Report  | 1     |
| Financial Reporting Super | FSI2 - Change Report  | 1     |
| Managerial Reporting Supe | FSI2 - Change Report  | 1     |
| MGM_REP                   | FSI2 - Change Report  | 1     |
| SAP Support               | FSI2 - Change Report  | 1     |
| Accounting Officer        | FSI3 - Display Report | 1     |
| Budget & Control Supervis | FSI3 - Display Report | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Budget Officer            | FSI3 - Display Report | 1     |
| Finance Admin             | FSI3 - Display Report | 1     |
| Finance Reporting Officer | FSI3 - Display Report | 1     |
| Financial & Accounting Su | FSI3 - Display Report | 1     |
| Financial Control Departm | FSI3 - Display Report | 1     |
| Financial Reporting Manag | FSI3 - Display Report | 1     |
| Financial Reporting Offic | FSI3 - Display Report | 1     |
| Financial Reporting Super | FSI3 - Display Report | 1     |
| Managerial Reporting Supe | FSI3 - Display Report | 1     |
| MGM_REP                   | FSI3 - Display Report | 1     |
| SAP Support               | FSI3 - Display Report | 1     |
| Accounting Officer        | FSI4 - Create Form    | 1     |
| Budget & Control Supervis | FSI4 - Create Form    | 1     |
| Budget Officer            | FSI4 - Create Form    | 1     |
| Finance Admin             | FSI4 - Create Form    | 1     |
| Finance Reporting Officer | FSI4 - Create Form    | 1     |
| Financial & Accounting Su | FSI4 - Create Form    | 1     |
| Financial Control Departm | FSI4 - Create Form    | 1     |
| Financial Reporting Manag | FSI4 - Create Form    | 1     |
| Financial Reporting Offic | FSI4 - Create Form    | 1     |
| Financial Reporting Super | FSI4 - Create Form    | 1     |
| Managerial Reporting Supe | FSI4 - Create Form    | 1     |
| MGM_REP                   | FSI4 - Create Form    | 1     |
| SAP Support               | FSI4 - Create Form    | 1     |

| HR Position               | Code Matrix         | Count |
|---------------------------|---------------------|-------|
| Accounting Officer        | FSI5 - Change Form  | 1     |
| Budget & Control Supervis | FSI5 - Change Form  | 1     |
| Budget Officer            | FSI5 - Change Form  | 1     |
| Finance Admin             | FSI5 - Change Form  | 1     |
| Finance Reporting Officer | FSI5 - Change Form  | 1     |
| Financial & Accounting Su | FSI5 - Change Form  | 1     |
| Financial Control Departm | FSI5 - Change Form  | 1     |
| Financial Reporting Manag | FSI5 - Change Form  | 1     |
| Financial Reporting Offic | FSI5 - Change Form  | 1     |
| Financial Reporting Super | FSI5 - Change Form  | 1     |
| Managerial Reporting Supe | FSI5 - Change Form  | 1     |
| MGM_REP                   | FSI5 - Change Form  | 1     |
| SAP Support               | FSI5 - Change Form  | 1     |
| Accounting Officer        | FSI6 - Display Form | 1     |
| Budget & Control Supervis | FSI6 - Display Form | 1     |
| Budget Officer            | FSI6 - Display Form | 1     |
| Finance Admin             | FSI6 - Display Form | 1     |
| Finance Reporting Officer | FSI6 - Display Form | 1     |
| Financial & Accounting Su | FSI6 - Display Form | 1     |
| Financial Control Departm | FSI6 - Display Form | 1     |
| Financial Reporting Manag | FSI6 - Display Form | 1     |
| Financial Reporting Offic | FSI6 - Display Form | 1     |
| Financial Reporting Super | FSI6 - Display Form | 1     |
| Managerial Reporting Supe | FSI6 - Display Form | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| MGM_REP                   | FSI6 - Display Form                              | 1     |
| SAP Support               | FSI6 - Display Form                              | 1     |
| SAP Support               | FSIQ - Import reports from client 000            | 1     |
| SAP Support               | FSP0 - G/L acct master record in chrt/accts      | 1     |
| SAP Support               | FSP3 - Display Master Record in Chart/Accts      | 1     |
| SAP Support               | FSP4 - G/L Account Changes in Chart/Accts        | 1     |
| SAP Support               | FSS0 - G/L account master record in co code      | 1     |
| SAP Support               | FSS3 - Display Master Record in Comp.Code        | 1     |
| SAP Support               | FSS4 - G/L Account Changes in Company Code       | 1     |
| Accounting Officer        | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Bank & Trade Finance Mana | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Bank Rels. Officer & Cash | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Cash Management Officer   | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Finance & Adm General Man | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Finance Admin             | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Financial & Accounting Su | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Financial Control Departm | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Trade Finance Admin.      | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Trade Finance Officer     | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Treasury & Bangking Manag | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Treasury General Manager  | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Treasury Settlement Offic | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Treasury Superintendent   | FTR_ALERT - Financial Transaction: Alert Monitor | 1     |
| Accounting Officer        | FTR_CREATE - Create a Transaction (TR-TM)        | 1     |

| HR Position                    | Code Matrix                                  | Count |
|--------------------------------|--|-------|
| Bank & Trade Finance Mana      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Bank Rels. Officer & Cash      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Cash Management Administration | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Cash Management Officer        | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Finance & Adm General Man      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Finance Admin                  | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Financial & Accounting Su      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Financial Control Departm      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Trade Finance Admin.           | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Trade Finance Officer          | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Treasury & Bangking Manag      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Treasury Administration        | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Treasury General Manager       | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Treasury Settlement Offic      | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Treasury Superintendent        | FTR_CREATE - Create a Transaction (TR-TM)    | 1     |
| Accounting Officer             | FTR_EDIT - Process a Treasury Transaction    | 1     |
| Bank & Trade Finance Mana      | FTR_EDIT - Process a Treasury Transaction    | 1     |
| Bank Rels. Officer & Cash      | FTR_EDIT - Process a Treasury Transaction    | 1     |
| Cash Management Officer        | FTR_EDIT - Process a Treasury Transaction    | 1     |
| Finance & Adm General Man      | FTR_EDIT - Process a Treasury<br>Transaction | 1     |
| Finance Admin                  | FTR_EDIT - Process a Treasury<br>Transaction | 1     |
| Financial & Accounting Su      | FTR_EDIT - Process a Treasury<br>Transaction | 1     |
| Financial Control Departm      | FTR_EDIT - Process a Treasury<br>Transaction | 1     |
| Trade Finance Admin.           | FTR_EDIT - Process a Treasury Transaction    | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Trade Finance Officer     | FTR_EDIT - Process a Treasury Transaction | 1     |
| Treasury & Bangking Manag | FTR_EDIT - Process a Treasury Transaction | 1     |
| Treasury General Manager  | FTR_EDIT - Process a Treasury Transaction | 1     |
| Treasury Settlement Offic | FTR_EDIT - Process a Treasury Transaction | 1     |
| Treasury Superintendent   | FTR_EDIT - Process a Treasury Transaction | 1     |
| SAP Support               | FTW1A - Extract Data                      | 1     |
| SAP Support               | FTWA - Extract data                       | 1     |
| SAP Support               | FTWH - Data view queries                  | 1     |
| SAP Support               | FTWK - Delete extracts                    | 1     |
| SAP Support               | FTWN - Display view query log             | 1     |
| SAP Support               | FTWP - Settings for data extraction       | 1     |
| SAP Support               | FTWQ - Configure data file data segments  | 1     |
| SAP Support               | FTWY - Maintain data file view            | 1     |
| SAP Support               | FTXP - Maintain Tax Code                  | 1     |
| Accounting & Tax Officer  | FV50 - Park G/L Account Items             | 1     |
| Accounting Administrator  | FV50 - Park G/L Account Items             | 1     |
| Accounting Manager        | FV50 - Park G/L Account Items             | 1     |
| Accounting Officer        | FV50 - Park G/L Account Items             | 1     |
| Administration Staff      | FV50 - Park G/L Account Items             | 1     |
| AP & AR Control Superviso | FV50 - Park G/L Account Items             | 1     |
| AP Control Manager        | FV50 - Park G/L Account Items             | 1     |
| AP Controller             | FV50 - Park G/L Account Items             | 1     |
| AR Control Superintendent | FV50 - Park G/L Account Items             | 1     |
| Bank & Trade Finance Mana | FV50 - Park G/L Account Items             | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Bank Rels. Officer & Cash | FV50 - Park G/L Account Items               | 1     |
| Cash Management Officer   | FV50 - Park G/L Account Items               | 1     |
| Default position          | FV50 - Park G/L Account Items               | 1     |
| Finance & Adm General Man | FV50 - Park G/L Account Items               | 1     |
| Finance Admin             | FV50 - Park G/L Account Items               | 1     |
| Finance Rep. & Analyst Ma | FV50 - Park G/L Account Items               | 1     |
| Finance Reporting Officer | FV50 - Park G/L Account Items               | 1     |
| Financial & Accounting Su | FV50 - Park G/L Account Items               | 1     |
| Financial Control Departm | FV50 - Park G/L Account Items               | 1     |
| Financial Reporting Manag | FV50 - Park G/L Account Items               | 1     |
| Financial Reporting Offic | FV50 - Park G/L Account Items               | 1     |
| Financial Reporting Senio | FV50 - Park G/L Account Items               | 1     |
| Financial Reporting Super | FV50 - Park G/L Account Items               | 1     |
| Gen. Accounting Superviso | FV50 - Park G/L Account Items               | 1     |
| President Director        | FV50 - Park G/L Account Items               | 1     |
| Tax Manager               | FV50 - Park G/L Account Items               | 1     |
| Tax Officer               | FV50 - Park G/L Account Items               | 1     |
| Trade Finance Admin.      | FV50 - Park G/L Account Items               | 1     |
| Trade Finance Officer     | FV50 - Park G/L Account Items               | 1     |
| Treasury & Bangking Manag | FV50 - Park G/L Account Items               | 1     |
| Treasury Settlement Offic | FV50 - Park G/L Account Items               | 1     |
| Treasury Superintendent   | FV50 - Park G/L Account Items               | 1     |
| Accounting & Tax Officer  | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Accounting Administrator  | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Accounting Manager        | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Accounting Officer        | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Administration Staff      | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| AP & AR Control Superviso | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| AP Control Manager        | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| AP Controller             | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| AR Control Superintendent | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Default position          | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Finance & Adm General Man | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Finance Admin             | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Finance Rep. & Analyst Ma | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Finance Reporting Officer | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Financial & Accounting Su | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Financial Control Departm | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Financial Reporting Manag | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Financial Reporting Offic | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Financial Reporting Senio | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Financial Reporting Super | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Gen. Accounting Superviso | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| President Director        | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Tax Manager               | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Tax Officer               | FV50L - Park G/L Acct Doc. for Ledger Group | 1     |
| Accounting Administrator  | FV53 - Display Parked G/L Account Document  | 1     |
| Accounting Manager        | FV53 - Display Parked G/L Account Document  | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Accounting Officer        | FV53 - Display Parked G/L Account Document | 1     |
| AP & AR Control Superviso | FV53 - Display Parked G/L Account Document | 1     |
| Finance Admin             | FV53 - Display Parked G/L Account Document | 1     |
| Finance Rep. & Analyst Ma | FV53 - Display Parked G/L Account Document | 1     |
| Finance Reporting Officer | FV53 - Display Parked G/L Account Document | 1     |
| Financial & Accounting Su | FV53 - Display Parked G/L Account Document | 1     |
| Financial Control Departm | FV53 - Display Parked G/L Account Document | 1     |
| Financial Reporting Manag | FV53 - Display Parked G/L Account Document | 1     |
| Financial Reporting Offic | FV53 - Display Parked G/L Account Document | 1     |
| Financial Reporting Senio | FV53 - Display Parked G/L Account Document | 1     |
| Financial Reporting Super | FV53 - Display Parked G/L Account Document | 1     |
| Gen. Accounting Superviso | FV53 - Display Parked G/L Account Document | 1     |
| President Director        | FV53 - Display Parked G/L Account Document | 1     |
| Accounting Officer        | FV60 - Park Incoming Invoices              | 1     |
| Admin & Data Processing S | FV60 - Park Incoming Invoices              | 1     |
| Admin Doc. Filling        | FV60 - Park Incoming Invoices              | 1     |
| Administration Staff      | FV60 - Park Incoming Invoices              | 1     |
| AP Control Manager        | FV60 - Park Incoming Invoices              | 1     |
| AP Control Superintendent | FV60 - Park Incoming Invoices              | 1     |
| AP Controller             | FV60 - Park Incoming Invoices              | 1     |
| AP Officer                | FV60 - Park Incoming Invoices              | 1     |
| AR Control Superintendent | FV60 - Park Incoming Invoices              | 1     |
| AR NON Trade Control Serv | FV60 - Park Incoming Invoices              | 1     |
| AR Officer                | FV60 - Park Incoming Invoices              | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| AR Trade Control Service  | FV60 - Park Incoming Invoices           | 1     |
| Default position          | FV60 - Park Incoming Invoices           | 1     |
| Finance & Adm General Man | FV60 - Park Incoming Invoices           | 1     |
| Finance Admin             | FV60 - Park Incoming Invoices           | 1     |
| Finance Reporting Officer | FV60 - Park Incoming Invoices           | 1     |
| Financial & Accounting Su | FV60 - Park Incoming Invoices           | 1     |
| Financial Control Departm | FV60 - Park Incoming Invoices           | 1     |
| Financial Reporting Manag | FV60 - Park Incoming Invoices           | 1     |
| Financial Reporting Offic | FV60 - Park Incoming Invoices           | 1     |
| Financial Reporting Super | FV60 - Park Incoming Invoices           | 1     |
| GA Service Supervisor     | FV60 - Park Incoming Invoices           | 1     |
| Operation Support Service | FV60 - Park Incoming Invoices           | 1     |
| Shared Service Unit Gener | FV60 - Park Incoming Invoices           | 1     |
| Tax Manager               | FV60 - Park Incoming Invoices           | 1     |
| Admin & Data Processing S | FV63 - Displayed Parked Vendor Document | 1     |
| Admin Doc. Filling        | FV63 - Displayed Parked Vendor Document | 1     |
| Administration Staff      | FV63 - Displayed Parked Vendor Document | 1     |
| AP Control Manager        | FV63 - Displayed Parked Vendor Document | 1     |
| AP Control Superintendent | FV63 - Displayed Parked Vendor Document | 1     |
| AP Officer                | FV63 - Displayed Parked Vendor Document | 1     |
| AR Control Superintendent | FV63 - Displayed Parked Vendor Document | 1     |
| Finance & Adm General Man | FV63 - Displayed Parked Vendor Document | 1     |
| Finance Reporting Officer | FV63 - Displayed Parked Vendor Document | 1     |
| Financial & Accounting Su | FV63 - Displayed Parked Vendor Document | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | FV63 - Displayed Parked Vendor Document | 1     |
| Financial Reporting Offic | FV63 - Displayed Parked Vendor Document | 1     |
| Financial Reporting Super | FV63 - Displayed Parked Vendor Document | 1     |
| GA Service Supervisor     | FV63 - Displayed Parked Vendor Document | 1     |
| Operation Support Service | FV63 - Displayed Parked Vendor Document | 1     |
| Shared Service Unit Gener | FV63 - Displayed Parked Vendor Document | 1     |
| Accounting Officer        | FV65 - Park Incoming Invoices           | 1     |
| Admin & Data Processing S | FV65 - Park Incoming Invoices           | 1     |
| Admin Doc. Filling        | FV65 - Park Incoming Invoices           | 1     |
| Administration Staff      | FV65 - Park Incoming Invoices           | 1     |
| AP Control Manager        | FV65 - Park Incoming Invoices           | 1     |
| AP Control Superintendent | FV65 - Park Incoming Invoices           | 1     |
| AP Controller             | FV65 - Park Incoming Invoices           | 1     |
| AP Officer                | FV65 - Park Incoming Invoices           | 1     |
| AR Control Superintendent | FV65 - Park Incoming Invoices           | 1     |
| AR NON Trade Control Serv | FV65 - Park Incoming Invoices           | 1     |
| AR Officer                | FV65 - Park Incoming Invoices           | 1     |
| AR Trade Control Service  | FV65 - Park Incoming Invoices           | 1     |
| Default position          | FV65 - Park Incoming Invoices           | 1     |
| Finance & Adm General Man | FV65 - Park Incoming Invoices           | 1     |
| Finance Admin             | FV65 - Park Incoming Invoices           | 1     |
| Finance Reporting Officer | FV65 - Park Incoming Invoices           | 1     |
| Financial & Accounting Su | FV65 - Park Incoming Invoices           | 1     |
| Financial Control Departm | FV65 - Park Incoming Invoices           | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial Reporting Manag | FV65 - Park Incoming Invoices  | 1     |
| Financial Reporting Offic | FV65 - Park Incoming Invoices  | 1     |
| Financial Reporting Super | FV65 - Park Incoming Invoices  | 1     |
| GA Service Supervisor     | FV65 - Park Incoming Invoices  | 1     |
| Operation Support Service | FV65 - Park Incoming Invoices  | 1     |
| Shared Service Unit Gener | FV65 - Park Incoming Invoices  | 1     |
| Tax Manager               | FV65 - Park Incoming Invoices  | 1     |
| Accounting Officer        | FV70 - Enter Outgoing Invoices | 1     |
| AP Control Manager        | FV70 - Enter Outgoing Invoices | 1     |
| AP Control Superintendent | FV70 - Enter Outgoing Invoices | 1     |
| AP Controller             | FV70 - Enter Outgoing Invoices | 1     |
| AR Control Superintendent | FV70 - Enter Outgoing Invoices | 1     |
| AR NON Trade Control Serv | FV70 - Enter Outgoing Invoices | 1     |
| AR Officer                | FV70 - Enter Outgoing Invoices | 1     |
| AR Trade Control Service  | FV70 - Enter Outgoing Invoices | 1     |
| Default position          | FV70 - Enter Outgoing Invoices | 1     |
| Finance Admin             | FV70 - Enter Outgoing Invoices | 1     |
| Finance Reporting Officer | FV70 - Enter Outgoing Invoices | 1     |
| Financial & Accounting Su | FV70 - Enter Outgoing Invoices | 1     |
| Financial Control Departm | FV70 - Enter Outgoing Invoices | 1     |
| Financial Reporting Manag | FV70 - Enter Outgoing Invoices | 1     |
| Financial Reporting Offic | FV70 - Enter Outgoing Invoices | 1     |
| Financial Reporting Super | FV70 - Enter Outgoing Invoices | 1     |
| Tax Manager               | FV70 - Enter Outgoing Invoices | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| AP Control Manager        | FV73 - Display Parked Customer<br>Document | 1     |
| AR Control Superintendent | FV73 - Display Parked Customer<br>Document | 1     |
| AR NON Trade Control Serv | FV73 - Display Parked Customer<br>Document | 1     |
| AR Officer                | FV73 - Display Parked Customer Document    | 1     |
| AR Trade Control Service  | FV73 - Display Parked Customer Document    | 1     |
| Finance Reporting Officer | FV73 - Display Parked Customer<br>Document | 1     |
| Financial & Accounting Su | FV73 - Display Parked Customer<br>Document | 1     |
| Financial Reporting Manag | FV73 - Display Parked Customer<br>Document | 1     |
| Financial Reporting Offic | FV73 - Display Parked Customer<br>Document | 1     |
| Financial Reporting Super | FV73 - Display Parked Customer<br>Document | 1     |
| Accounting Officer        | FV75 - Park Outgoing Credit Notes          | 1     |
| AP Control Manager        | FV75 - Park Outgoing Credit Notes          | 1     |
| AP Controller             | FV75 - Park Outgoing Credit Notes          | 1     |
| AR Control Superintendent | FV75 - Park Outgoing Credit Notes          | 1     |
| AR NON Trade Control Serv | FV75 - Park Outgoing Credit Notes          | 1     |
| AR Officer                | FV75 - Park Outgoing Credit Notes          | 1     |
| AR Trade Control Service  | FV75 - Park Outgoing Credit Notes          | 1     |
| Default position          | FV75 - Park Outgoing Credit Notes          | 1     |
| Finance Admin             | FV75 - Park Outgoing Credit Notes          | 1     |
| Finance Reporting Officer | FV75 - Park Outgoing Credit Notes          | 1     |
| Financial & Accounting Su | FV75 - Park Outgoing Credit Notes          | 1     |
| Financial Control Departm | FV75 - Park Outgoing Credit Notes          | 1     |
| Financial Reporting Manag | FV75 - Park Outgoing Credit Notes          | 1     |
| Financial Reporting Offic | FV75 - Park Outgoing Credit Notes          | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Financial Reporting Super | FV75 - Park Outgoing Credit Notes | 1     |
| Tax Manager               | FV75 - Park Outgoing Credit Notes | 1     |
| Accounting Officer        | FW17 - Maintain security price    | 1     |
| Bank & Trade Finance Mana | FW17 - Maintain security price    | 1     |
| Bank Rels. Officer & Cash | FW17 - Maintain security price    | 1     |
| Cash Management Officer   | FW17 - Maintain security price    | 1     |
| Finance & Adm General Man | FW17 - Maintain security price    | 1     |
| Finance Admin             | FW17 - Maintain security price    | 1     |
| Financial & Accounting Su | FW17 - Maintain security price    | 1     |
| Financial Control Departm | FW17 - Maintain security price    | 1     |
| Trade Finance Admin.      | FW17 - Maintain security price    | 1     |
| Trade Finance Officer     | FW17 - Maintain security price    | 1     |
| Treasury & Bangking Manag | FW17 - Maintain security price    | 1     |
| Treasury General Manager  | FW17 - Maintain security price    | 1     |
| Treasury Settlement Offic | FW17 - Maintain security price    | 1     |
| Treasury Superintendent   | FW17 - Maintain security price    | 1     |
| Accounting Officer        | FW18 - Display security price     | 1     |
| Bank & Trade Finance Mana | FW18 - Display security price     | 1     |
| Bank Rels. Officer & Cash | FW18 - Display security price     | 1     |
| Cash Management Officer   | FW18 - Display security price     | 1     |
| Finance & Adm General Man | FW18 - Display security price     | 1     |
| Finance Admin             | FW18 - Display security price     | 1     |
| Financial & Accounting Su | FW18 - Display security price     | 1     |
| Financial Control Departm | FW18 - Display security price     | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Trade Finance Admin.      | FW18 - Display security price  | 1     |
| Trade Finance Officer     | FW18 - Display security price  | 1     |
| Treasury & Bangking Manag | FW18 - Display security price  | 1     |
| Treasury General Manager  | FW18 - Display security price  | 1     |
| Treasury Settlement Offic | FW18 - Display security price  | 1     |
| Treasury Superintendent   | FW18 - Display security price  | 1     |
| Accounting Officer        | FW20 - Create sec.acct         | 1     |
| Bank & Trade Finance Mana | FW20 - Create sec.acct         | 1     |
| Bank Rels. Officer & Cash | FW20 - Create sec.acct         | 1     |
| Cash Management Officer   | FW20 - Create sec.acct         | 1     |
| Finance & Adm General Man | FW20 - Create sec.acct         | 1     |
| Finance Admin             | FW20 - Create sec.acct         | 1     |
| Financial & Accounting Su | FW20 - Create sec.acct         | 1     |
| Financial Control Departm | FW20 - Create sec.acct         | 1     |
| Trade Finance Admin.      | FW20 - Create sec.acct         | 1     |
| Trade Finance Officer     | FW20 - Create sec.acct         | 1     |
| Treasury & Bangking Manag | FW20 - Create sec.acct         | 1     |
| Treasury General Manager  | FW20 - Create sec.acct         | 1     |
| Treasury Settlement Offic | FW20 - Create sec.acct         | 1     |
| Treasury Superintendent   | FW20 - Create sec.acct         | 1     |
| Accounting Officer        | FWDP - Securities account list | 1     |
| Bank & Trade Finance Mana | FWDP - Securities account list | 1     |
| Bank Rels. Officer & Cash | FWDP - Securities account list | 1     |
| Cash Management Officer   | FWDP - Securities account list | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Finance & Adm General Man | FWDP - Securities account list | 1     |
| Finance Admin             | FWDP - Securities account list | 1     |
| Financial & Accounting Su | FWDP - Securities account list | 1     |
| Financial Control Departm | FWDP - Securities account list | 1     |
| Trade Finance Admin.      | FWDP - Securities account list | 1     |
| Trade Finance Officer     | FWDP - Securities account list | 1     |
| Treasury & Bangking Manag | FWDP - Securities account list | 1     |
| Treasury General Manager  | FWDP - Securities account list | 1     |
| Treasury Settlement Offic | FWDP - Securities account list | 1     |
| Treasury Superintendent   | FWDP - Securities account list | 1     |
| Accounting Officer        | FWZZ - Class Master Data       | 1     |
| Bank & Trade Finance Mana | FWZZ - Class Master Data       | 1     |
| Bank Rels. Officer & Cash | FWZZ - Class Master Data       | 1     |
| Cash Management Officer   | FWZZ - Class Master Data       | 1     |
| Finance & Adm General Man | FWZZ - Class Master Data       | 1     |
| Finance Admin             | FWZZ - Class Master Data       | 1     |
| Financial & Accounting Su | FWZZ - Class Master Data       | 1     |
| Financial Control Departm | FWZZ - Class Master Data       | 1     |
| Trade Finance Admin.      | FWZZ - Class Master Data       | 1     |
| Trade Finance Officer     | FWZZ - Class Master Data       | 1     |
| Treasury & Bangking Manag | FWZZ - Class Master Data       | 1     |
| Treasury General Manager  | FWZZ - Class Master Data       | 1     |
| Treasury Settlement Offic | FWZZ - Class Master Data       | 1     |
| Treasury Superintendent   | FWZZ - Class Master Data       | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| External Auditor          | GAOV - Cycle Overview FI-SL                | 1     |
| Finance Reporting Officer | GAOV - Cycle Overview FI-SL                | 1     |
| Financial Reporting Manag | GAOV - Cycle Overview FI-SL                | 1     |
| Financial Reporting Offic | GAOV - Cycle Overview FI-SL                | 1     |
| Financial Reporting Senio | GAOV - Cycle Overview FI-SL                | 1     |
| Internal Auditor          | GAOV - Cycle Overview FI-SL                | 1     |
| SAP Support               | GAOV - Cycle Overview FI-SL                | 1     |
| External Auditor          | GCAC - Ledger comparison                   | 1     |
| Finance Reporting Officer | GCAC - Ledger comparison                   | 1     |
| Financial Reporting Manag | GCAC - Ledger comparison                   | 1     |
| Financial Reporting Offic | GCAC - Ledger comparison                   | 1     |
| Financial Reporting Senio | GCAC - Ledger comparison                   | 1     |
| Internal Auditor          | GCAC - Ledger comparison                   | 1     |
| SAP Support               | GCAC - Ledger comparison                   | 1     |
| External Auditor          | GCD1 - FI-SL Customizing: Diagnosis        | 1     |
| Finance Reporting Officer | GCD1 - FI-SL Customizing: Diagnosis        | 1     |
| Financial Reporting Manag | GCD1 - FI-SL Customizing: Diagnosis        | 1     |
| Financial Reporting Offic | GCD1 - FI-SL Customizing: Diagnosis        | 1     |
| Financial Reporting Senio | GCD1 - FI-SL Customizing: Diagnosis        | 1     |
| Internal Auditor          | GCD1 - FI-SL Customizing: Diagnosis Tool   | 1     |
| SAP Support               | GCD1 - FI-SL Customizing: Diagnosis Tool   | 1     |
| External Auditor          | GCD2 - List of FI-SL Direct Posting Tables | 1     |
| Finance Reporting Officer | GCD2 - List of FI-SL Direct Posting Tables | 1     |
| Financial Reporting Manag | GCD2 - List of FI-SL Direct Posting Tables | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | GCD2 - List of FI-SL Direct Posting Tables   | 1     |
| Financial Reporting Senio | GCD2 - List of FI-SL Direct Posting Tables   | 1     |
| Internal Auditor          | GCD2 - List of FI-SL Direct Posting Tables   | 1     |
| SAP Support               | GCD2 - List of FI-SL Direct Posting Tables   | 1     |
| External Auditor          | GCGS - Reconciliation of Total Line Items    | 1     |
| Finance Reporting Officer | GCGS - Reconciliation of Total Line Items    | 1     |
| Financial Reporting Manag | GCGS - Reconciliation of Total Line<br>Items | 1     |
| Financial Reporting Offic | GCGS - Reconciliation of Total Line<br>Items | 1     |
| Financial Reporting Senio | GCGS - Reconciliation of Total Line Items    | 1     |
| Internal Auditor          | GCGS - Reconciliation of Total Line<br>Items | 1     |
| SAP Support               | GCGS - Reconciliation of Total Line<br>Items | 1     |
| External Auditor          | GCL3 - Display FI-SL Customizing<br>Ledger   | 1     |
| Finance Reporting Officer | GCL3 - Display FI-SL Customizing<br>Ledger   | 1     |
| Financial Reporting Manag | GCL3 - Display FI-SL Customizing<br>Ledger   | 1     |
| Financial Reporting Offic | GCL3 - Display FI-SL Customizing Ledger      | 1     |
| Financial Reporting Senio | GCL3 - Display FI-SL Customizing<br>Ledger   | 1     |
| Internal Auditor          | GCL3 - Display FI-SL Customizing<br>Ledger   | 1     |
| SAP Support               | GCL3 - Display FI-SL Customizing Ledger      | 1     |
| External Auditor          | GCS1 - FI-SL: Master Data T800D              | 1     |
| Finance Reporting Officer | GCS1 - FI-SL: Master Data T800D              | 1     |
| Financial Reporting Manag | GCS1 - FI-SL: Master Data T800D              | 1     |
| Financial Reporting Offic | GCS1 - FI-SL: Master Data T800D              | 1     |
| Financial Reporting Senio | GCS1 - FI-SL: Master Data T800D              | 1     |
| Internal Auditor          | GCS1 - FI-SL: Master Data T800D              | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| SAP Support               | GCS1 - FI-SL: Master Data T800D                | 1     |
| External Auditor          | GCS6 - Global Standard Accounts                | 1     |
| Finance Reporting Officer | GCS6 - Global Standard Accounts                | 1     |
| Financial Reporting Manag | GCS6 - Global Standard Accounts                | 1     |
| Financial Reporting Offic | GCS6 - Global Standard Accounts                | 1     |
| Financial Reporting Senio | GCS6 - Global Standard Accounts                | 1     |
| Internal Auditor          | GCS6 - Global Standard Accounts                | 1     |
| SAP Support               | GCS6 - Global Standard Accounts                | 1     |
| External Auditor          | GCVZ - Rule Maintenance                        | 1     |
| Finance Reporting Officer | GCVZ - Rule Maintenance                        | 1     |
| Financial Reporting Manag | GCVZ - Rule Maintenance                        | 1     |
| Financial Reporting Offic | GCVZ - Rule Maintenance                        | 1     |
| Financial Reporting Senio | GCVZ - Rule Maintenance                        | 1     |
| Internal Auditor          | GCVZ - Rule Maintenance                        | 1     |
| SAP Support               | GCVZ - Rule Maintenance                        | 1     |
| External Auditor          | GCW2 - Local Translation Methods               | 1     |
| Finance Reporting Officer | GCW2 - Local Translation Methods               | 1     |
| Financial Reporting Manag | GCW2 - Local Translation Methods               | 1     |
| Financial Reporting Offic | GCW2 - Local Translation Methods               | 1     |
| Financial Reporting Senio | GCW2 - Local Translation Methods               | 1     |
| Internal Auditor          | GCW2 - Local Translation Methods               | 1     |
| SAP Support               | GCW2 - Local Translation Methods               | 1     |
| External Auditor          | GCW4 - Sp.Purpose Ldgr Currency<br>Translation | 1     |
| Finance Reporting Officer | GCW4 - Sp.Purpose Ldgr Currency<br>Translation | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | GCW4 - Sp.Purpose Ldgr Currency<br>Translation | 1     |
| Financial Reporting Offic | GCW4 - Sp.Purpose Ldgr Currency<br>Translation | 1     |
| Financial Reporting Senio | GCW4 - Sp.Purpose Ldgr Currency<br>Translation | 1     |
| Internal Auditor          | GCW4 - Sp.Purpose Ldgr Currency Translation    | 1     |
| SAP Support               | GCW4 - Sp.Purpose Ldgr Currency Translation    | 1     |
| External Auditor          | GD13 - Totals Record Display                   | 1     |
| Finance Reporting Officer | GD13 - Totals Record Display                   | 1     |
| Financial Reporting Manag | GD13 - Totals Record Display                   | 1     |
| Financial Reporting Offic | GD13 - Totals Record Display                   | 1     |
| Financial Reporting Senio | GD13 - Totals Record Display                   | 1     |
| Internal Auditor          | GD13 - Totals Record Display                   | 1     |
| SAP Support               | GD13 - Totals Record Display                   | 1     |
| External Auditor          | GD23 - FI-SL: Local Actual Document Display    | 1     |
| Finance Reporting Officer | GD23 - FI-SL: Local Actual Document Display    | 1     |
| Financial Reporting Manag | GD23 - FI-SL: Local Actual Document Display    | 1     |
| Financial Reporting Offic | GD23 - FI-SL: Local Actual Document Display    | 1     |
| Financial Reporting Senio | GD23 - FI-SL: Local Actual Document Display    | 1     |
| Internal Auditor          | GD23 - FI-SL: Local Actual Document Display    | 1     |
| SAP Support               | GD23 - FI-SL: Local Actual Document Display    | 1     |
| External Auditor          | GGB0 - Validation Maintenance                  | 1     |
| Finance Reporting Officer | GGB0 - Validation Maintenance                  | 1     |
| Financial Reporting Manag | GGB0 - Validation Maintenance                  | 1     |
| Financial Reporting Offic | GGB0 - Validation Maintenance                  | 1     |
| Financial Reporting Senio | GGB0 - Validation Maintenance                  | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Internal Auditor          | GGB0 - Validation Maintenance   | 1     |
| SAP Support               | GGB0 - Validation Maintenance   | 1     |
| External Auditor          | GGB1 - Substitution Maintenance | 1     |
| Finance Reporting Officer | GGB1 - Substitution Maintenance | 1     |
| Financial Reporting Manag | GGB1 - Substitution Maintenance | 1     |
| Financial Reporting Offic | GGB1 - Substitution Maintenance | 1     |
| Financial Reporting Senio | GGB1 - Substitution Maintenance | 1     |
| Internal Auditor          | GGB1 - Substitution Maintenance | 1     |
| SAP Support               | GGB1 - Substitution Maintenance | 1     |
| External Auditor          | GL23 - Display rollup           | 1     |
| Finance Reporting Officer | GL23 - Display rollup           | 1     |
| Financial Reporting Manag | GL23 - Display rollup           | 1     |
| Financial Reporting Offic | GL23 - Display rollup           | 1     |
| Financial Reporting Senio | GL23 - Display rollup           | 1     |
| Internal Auditor          | GL23 - Display rollup           | 1     |
| SAP Support               | GL23 - Display rollup           | 1     |
| Accounting Officer        | GR51 - Create report group      | 1     |
| Budget & Control Supervis | GR51 - Create report group      | 1     |
| Budget Officer            | GR51 - Create report group      | 1     |
| Finance & Adm General Man | GR51 - Create report group      | 1     |
| Finance Admin             | GR51 - Create report group      | 1     |
| Finance Reporting Officer | GR51 - Create report group      | 1     |
| Financial & Accounting Su | GR51 - Create report group      | 1     |
| Financial Control Departm | GR51 - Create report group      | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Financial Reporting Manag | GR51 - Create report group  | 1     |
| Financial Reporting Offic | GR51 - Create report group  | 1     |
| Financial Reporting Super | GR51 - Create report group  | 1     |
| Managerial Reporting Supe | GR51 - Create report group  | 1     |
| MGM_REP                   | GR51 - Create report group  | 1     |
| Mgt Reporting & Budget Se | GR51 - Create report group  | 1     |
| Accounting Officer        | GR52 - Change Report Group  | 1     |
| Budget & Control Supervis | GR52 - Change Report Group  | 1     |
| Budget Officer            | GR52 - Change Report Group  | 1     |
| Finance & Adm General Man | GR52 - Change Report Group  | 1     |
| Finance Admin             | GR52 - Change Report Group  | 1     |
| Finance Reporting Officer | GR52 - Change Report Group  | 1     |
| Financial & Accounting Su | GR52 - Change Report Group  | 1     |
| Financial Control Departm | GR52 - Change Report Group  | 1     |
| Financial Reporting Manag | GR52 - Change Report Group  | 1     |
| Financial Reporting Offic | GR52 - Change Report Group  | 1     |
| Financial Reporting Super | GR52 - Change Report Group  | 1     |
| Managerial Reporting Supe | GR52 - Change Report Group  | 1     |
| MGM_REP                   | GR52 - Change Report Group  | 1     |
| Mgt Reporting & Budget Se | GR52 - Change Report Group  | 1     |
| SAP Support               | GR52 - Change Report Group  | 1     |
| Accounting Officer        | GR53 - Display report group | 1     |
| Budget & Control Supervis | GR53 - Display report group | 1     |
| Budget Officer            | GR53 - Display report group | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Finance & Adm General Man | GR53 - Display report group | 1     |
| Finance Admin             | GR53 - Display report group | 1     |
| Finance Reporting Officer | GR53 - Display report group | 1     |
| Financial & Accounting Su | GR53 - Display report group | 1     |
| Financial Control Departm | GR53 - Display report group | 1     |
| Financial Reporting Manag | GR53 - Display report group | 1     |
| Financial Reporting Offic | GR53 - Display report group | 1     |
| Financial Reporting Super | GR53 - Display report group | 1     |
| Managerial Reporting Supe | GR53 - Display report group | 1     |
| MGM_REP                   | GR53 - Display report group | 1     |
| Mgt Reporting & Budget Se | GR53 - Display report group | 1     |
| SAP Support               | GR53 - Display report group | 1     |
| Accounting Officer        | GR54 - Delete report group  | 1     |
| Budget & Control Supervis | GR54 - Delete report group  | 1     |
| Budget Officer            | GR54 - Delete report group  | 1     |
| Finance & Adm General Man | GR54 - Delete report group  | 1     |
| Finance Admin             | GR54 - Delete report group  | 1     |
| Finance Reporting Officer | GR54 - Delete report group  | 1     |
| Financial & Accounting Su | GR54 - Delete report group  | 1     |
| Financial Control Departm | GR54 - Delete report group  | 1     |
| Financial Reporting Manag | GR54 - Delete report group  | 1     |
| Financial Reporting Offic | GR54 - Delete report group  | 1     |
| Financial Reporting Super | GR54 - Delete report group  | 1     |
| Managerial Reporting Supe | GR54 - Delete report group  | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| MGM_REP                   | GR54 - Delete report group                | 1     |
| Mgt Reporting & Budget Se | GR54 - Delete report group                | 1     |
| Accounting Officer        | GR55 - Execute Report Group               | 1     |
| Budget & Control Supervis | GR55 - Execute Report Group               | 1     |
| Budget Officer            | GR55 - Execute Report Group               | 1     |
| External Auditor          | GR55 - Execute Report Group               | 1     |
| Finance & Adm General Man | GR55 - Execute Report Group               | 1     |
| Finance Admin             | GR55 - Execute Report Group               | 1     |
| Finance Reporting Officer | GR55 - Execute Report Group               | 1     |
| Financial & Accounting Su | GR55 - Execute Report Group               | 1     |
| Financial Control Departm | GR55 - Execute Report Group               | 1     |
| Financial Reporting Manag | GR55 - Execute Report Group               | 1     |
| Financial Reporting Offic | GR55 - Execute Report Group               | 1     |
| Financial Reporting Senio | GR55 - Execute Report Group               | 1     |
| Financial Reporting Super | GR55 - Execute Report Group               | 1     |
| Internal Auditor          | GR55 - Execute Report Group               | 1     |
| Managerial Reporting Supe | GR55 - Execute Report Group               | 1     |
| MGM_REP                   | GR55 - Execute Report Group               | 1     |
| Mgt Reporting & Budget Se | GR55 - Execute Report Group               | 1     |
| SAP Support               | GR55 - Execute Report Group               | 1     |
| Accounting Officer        | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Budget & Control Supervis | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Budget Officer            | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Finance & Adm General Man | GRR1 - RW: Create Row/Column<br>Structure | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Admin             | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Finance Reporting Officer | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Financial & Accounting Su | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Financial Control Departm | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Financial Reporting Manag | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Financial Reporting Offic | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Financial Reporting Super | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Managerial Reporting Supe | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| MGM_REP                   | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Mgt Reporting & Budget Se | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| SAP Support               | GRR1 - RW: Create Row/Column<br>Structure | 1     |
| Accounting Officer        | GRR2 - RW: Change formula                 | 1     |
| Budget & Control Supervis | GRR2 - RW: Change formula                 | 1     |
| Budget Officer            | GRR2 - RW: Change formula                 | 1     |
| Finance & Adm General Man | GRR2 - RW: Change formula                 | 1     |
| Finance Admin             | GRR2 - RW: Change formula                 | 1     |
| Finance Reporting Officer | GRR2 - RW: Change formula                 | 1     |
| Financial & Accounting Su | GRR2 - RW: Change formula                 | 1     |
| Financial Control Departm | GRR2 - RW: Change formula                 | 1     |
| Financial Reporting Manag | GRR2 - RW: Change formula                 | 1     |
| Financial Reporting Offic | GRR2 - RW: Change formula                 | 1     |
| Financial Reporting Super | GRR2 - RW: Change formula                 | 1     |
| Managerial Reporting Supe | GRR2 - RW: Change formula                 | 1     |
| MGM_REP                   | GRR2 - RW: Change formula                 | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Mgt Reporting & Budget Se | GRR2 - RW: Change formula  | 1     |
| SAP Support               | GRR2 - RW: Change formula  | 1     |
| Accounting Officer        | GRR3 - RW: Display formula | 1     |
| Budget & Control Supervis | GRR3 - RW: Display formula | 1     |
| Budget Officer            | GRR3 - RW: Display formula | 1     |
| External Auditor          | GRR3 - RW: Display formula | 1     |
| Finance & Adm General Man | GRR3 - RW: Display formula | 1     |
| Finance Admin             | GRR3 - RW: Display formula | 1     |
| Finance Reporting Officer | GRR3 - RW: Display formula | 1     |
| Financial & Accounting Su | GRR3 - RW: Display formula | 1     |
| Financial Control Departm | GRR3 - RW: Display formula | 1     |
| Financial Reporting Manag | GRR3 - RW: Display formula | 1     |
| Financial Reporting Offic | GRR3 - RW: Display formula | 1     |
| Financial Reporting Senio | GRR3 - RW: Display formula | 1     |
| Financial Reporting Super | GRR3 - RW: Display formula | 1     |
| Internal Auditor          | GRR3 - RW: Display formula | 1     |
| Managerial Reporting Supe | GRR3 - RW: Display formula | 1     |
| MGM_REP                   | GRR3 - RW: Display formula | 1     |
| Mgt Reporting & Budget Se | GRR3 - RW: Display formula | 1     |
| SAP Support               | GRR3 - RW: Display formula | 1     |
| Finance & Adm General Man | GRR4 - Create model        | 1     |
| Mgt Reporting & Budget Se | GRR4 - Create model        | 1     |
| Finance & Adm General Man | GRR5 - Change model        | 1     |
| Mgt Reporting & Budget Se | GRR5 - Change model        | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| External Auditor          | GRR6 - Display model                     | 1     |
| Finance Reporting Officer | GRR6 - Display model                     | 1     |
| Financial Reporting Manag | GRR6 - Display model                     | 1     |
| Financial Reporting Offic | GRR6 - Display model                     | 1     |
| Financial Reporting Senio | GRR6 - Display model                     | 1     |
| Internal Auditor          | GRR6 - Display model                     | 1     |
| SAP Support               | GRR6 - Display model                     | 1     |
| SAP Support               | GS01 - Create set                        | 1     |
| SAP Support               | GS02 - Change Set                        | 1     |
| SAP Support               | GS03 - Display Set                       | 1     |
| Comp.Benefit HR Berau Sup | HRBEN0001 - Enrollment                   | 1     |
| Compensation & Benefits A | HRBEN0001 - Enrollment                   | 1     |
| GA Staff JKT              | HRBEN0001 - Enrollment                   | 1     |
| Payment & Bank Reconsile  | HRBEN0001 - Enrollment                   | 1     |
| Recruit & Assessment Offi | HRBEN0001 - Enrollment                   | 1     |
| Recruitment Officer       | HRBEN0001 - Enrollment                   | 1     |
| Welfare Admin Supervisor  | HRBEN0001 - Enrollment                   | 1     |
| Comp.Benefit HR Berau Sup | HRBEN0014 - Termination of Participation | 1     |
| Compensation & Benefits A | HRBEN0014 - Termination of Participation | 1     |
| GA Staff JKT              | HRBEN0014 - Termination of Participation | 1     |
| Payment & Bank Reconsile  | HRBEN0014 - Termination of Participation | 1     |
| Welfare Admin Supervisor  | HRBEN0014 - Termination of Participation | 1     |
| Claim & Compensation Admi | HRCLM0001 - Claims processing data entry | 1     |
| Comp.Benefit HR Berau Sup | HRCLM0001 - Claims processing data entry | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Compensation & Benefits A | HRCLM0001 - Claims processing data entry    | 1     |
| GA Staff JKT              | HRCLM0001 - Claims processing data entry    | 1     |
| Payment & Bank Reconsile  | HRCLM0001 - Claims processing data entry    | 1     |
| Recruit & Assessment Offi | HRCLM0001 - Claims processing data entry    | 1     |
| Support Administrator Off | HRCLM0001 - Claims processing data entry    | 1     |
| Travelling & Claim Admin  | HRCLM0001 - Claims processing data entry    | 1     |
| Welfare Admin Supervisor  | HRCLM0001 - Claims processing data entry    | 1     |
| Claim & Compensation Admi | HRCLM0002 - Record Claims                   | 1     |
| Comp.Benefit HR Berau Sup | HRCLM0002 - Record Claims                   | 1     |
| Compensation & Benefits A | HRCLM0002 - Record Claims                   | 1     |
| GA Staff JKT              | HRCLM0002 - Record Claims                   | 1     |
| Payment & Bank Reconsile  | HRCLM0002 - Record Claims                   | 1     |
| Recruit & Assessment Offi | HRCLM0002 - Record Claims                   | 1     |
| Support Administrator Off | HRCLM0002 - Record Claims                   | 1     |
| Travelling & Claim Admin  | HRCLM0002 - Record Claims                   | 1     |
| Welfare Admin Supervisor  | HRCLM0002 - Record Claims                   | 1     |
| Claim & Compensation Admi | HRCLM0015 - Display Entitlements and Claims | 1     |
| Comp.Benefit HR Berau Off | HRCLM0015 - Display Entitlements and Claims | 1     |
| Comp.Benefit HR Berau Sup | HRCLM0015 - Display Entitlements and Claims | 1     |
| Compensation & Benefits A | HRCLM0015 - Display Entitlements and Claims | 1     |
| GA Staff JKT              | HRCLM0015 - Display Entitlements and Claims | 1     |
| HR & GA Manager - JKT     | HRCLM0015 - Display Entitlements and Claims | 1     |
| HR System Support Officer | HRCLM0015 - Display Entitlements and Claims | 1     |
| HRGA General Manager      | HRCLM0015 - Display Entitlements and Claims | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| IR & Welfare Superintende | HRCLM0015 - Display Entitlements and Claims    | 1     |
| Payment & Bank Reconsile  | HRCLM0015 - Display Entitlements and Claims    | 1     |
| Recruit & Assessment Offi | HRCLM0015 - Display Entitlements and Claims    | 1     |
| Support Administrator Off | HRCLM0015 - Display Entitlements and Claims    | 1     |
| Travelling & Claim Admin  | HRCLM0015 - Display Entitlements and Claims    | 1     |
| Welfare Admin Supervisor  | HRCLM0015 - Display Entitlements and Claims    | 1     |
| Comp.Benefit HR Berau Sup | HRCLM0020 - Enroll into Benefit Claims<br>Plan | 1     |
| Compensation & Benefits A | HRCLM0020 - Enroll into Benefit Claims<br>Plan | 1     |
| GA Staff JKT              | HRCLM0020 - Enroll into Benefit Claims<br>Plan | 1     |
| Payment & Bank Reconsile  | HRCLM0020 - Enroll into Benefit Claims<br>Plan | 1     |
| Welfare Admin Supervisor  | HRCLM0020 - Enroll into Benefit Claims<br>Plan | 1     |
| HR & GA Manager - JKT     | HRPBCC - Create Position Plan                  | 1     |
| Asset Officer             | IA01 - Create Equipment Task List              | 1     |
| Building & General Asset  | IA01 - Create Equipment Task List              | 1     |
| Mech & Elect Superintende | IA01 - Create Equipment Task List              | 1     |
| P&C Superintendent        | IA01 - Create Equipment Task List              | 1     |
| Asset Officer             | IA02 - Change Equipment Task List              | 1     |
| Building & General Asset  | IA02 - Change Equipment Task List              | 1     |
| Mech & Elect Superintende | IA02 - Change Equipment Task List              | 1     |
| P&C Superintendent        | IA02 - Change Equipment Task List              | 1     |
| Asset Officer             | IA03 - Display Equipment Task List             | 1     |
| Building & General Asset  | IA03 - Display Equipment Task List             | 1     |
| Elect. P & C Engineer     | IA03 - Display Equipment Task List             | 1     |
| Electrical Supervisor     | IA03 - Display Equipment Task List             | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Engineering Manager       | IA03 - Display Equipment Task List             | 1     |
| External Auditor          | IA03 - Display Equipment Task List             | 1     |
| Finance Reporting Officer | IA03 - Display Equipment Task List             | 1     |
| Financial Reporting Manag | IA03 - Display Equipment Task List             | 1     |
| Financial Reporting Offic | IA03 - Display Equipment Task List             | 1     |
| Financial Reporting Senio | IA03 - Display Equipment Task List             | 1     |
| Internal Auditor          | IA03 - Display Equipment Task List             | 1     |
| Mech & Elect Superintende | IA03 - Display Equipment Task List             | 1     |
| Mech. P & C Engineer      | IA03 - Display Equipment Task List             | 1     |
| Mechanical Supervisor     | IA03 - Display Equipment Task List             | 1     |
| P&C Superintendent        | IA03 - Display Equipment Task List             | 1     |
| Plant Maintenance Officer | IA03 - Display Equipment Task List             | 1     |
| SAP Support               | IA03 - Display Equipment Task List             | 1     |
| Asset Officer             | IA05 - Create general task list                | 1     |
| Building & General Asset  | IA05 - Create general task list                | 1     |
| Mech & Elect Superintende | IA05 - Create general task list                | 1     |
| P&C Superintendent        | IA05 - Create general task list                | 1     |
| Asset Officer             | IA06 - Change General Maintenance<br>Task List | 1     |
| Building & General Asset  | IA06 - Change General Maintenance<br>Task List | 1     |
| Mech & Elect Superintende | IA06 - Change General Maintenance<br>Task List | 1     |
| P&C Superintendent        | IA06 - Change General Maintenance<br>Task List | 1     |
| Asset Officer             | IA07 - Display General Task List               | 1     |
| Building & General Asset  | IA07 - Display General Task List               | 1     |
| Elect. P & C Engineer     | IA07 - Display General Task List               | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Electrical Supervisor     | IA07 - Display General Task List | 1     |
| Engineering Manager       | IA07 - Display General Task List | 1     |
| External Auditor          | IA07 - Display General Task List | 1     |
| Finance Reporting Officer | IA07 - Display General Task List | 1     |
| Financial Reporting Manag | IA07 - Display General Task List | 1     |
| Financial Reporting Offic | IA07 - Display General Task List | 1     |
| Financial Reporting Senio | IA07 - Display General Task List | 1     |
| Internal Auditor          | IA07 - Display General Task List | 1     |
| Mech & Elect Superintende | IA07 - Display General Task List | 1     |
| Mech. P & C Engineer      | IA07 - Display General Task List | 1     |
| Mechanical Supervisor     | IA07 - Display General Task List | 1     |
| P&C Superintendent        | IA07 - Display General Task List | 1     |
| Plant Maintenance Officer | IA07 - Display General Task List | 1     |
| SAP Support               | IA07 - Display General Task List | 1     |
| Asset Officer             | IA08 - Change PM Task Lists      | 1     |
| Building & General Asset  | IA08 - Change PM Task Lists      | 1     |
| Mech & Elect Superintende | IA08 - Change PM Task Lists      | 1     |
| P&C Superintendent        | IA08 - Change PM Task Lists      | 1     |
| Asset Officer             | IA09 - Display Task Lists        | 1     |
| Building & General Asset  | IA09 - Display Task Lists        | 1     |
| Elect. P & C Engineer     | IA09 - Display Task Lists        | 1     |
| Electrical Supervisor     | IA09 - Display Task Lists        | 1     |
| Engineering Manager       | IA09 - Display Task Lists        | 1     |
| External Auditor          | IA09 - Display Task Lists        | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | IA09 - Display Task Lists              | 1     |
| Financial Reporting Manag | IA09 - Display Task Lists              | 1     |
| Financial Reporting Offic | IA09 - Display Task Lists              | 1     |
| Financial Reporting Senio | IA09 - Display Task Lists              | 1     |
| Internal Auditor          | IA09 - Display Task Lists              | 1     |
| Mech & Elect Superintende | IA09 - Display Task Lists              | 1     |
| Mech. P & C Engineer      | IA09 - Display Task Lists              | 1     |
| Mechanical Supervisor     | IA09 - Display Task Lists              | 1     |
| P&C Superintendent        | IA09 - Display Task Lists              | 1     |
| Plant Maintenance Officer | IA09 - Display Task Lists              | 1     |
| SAP Support               | IA09 - Display Task Lists              | 1     |
| Asset Officer             | IA10 - Display Task Lists (Multilevel) | 1     |
| Building & General Asset  | IA10 - Display Task Lists (Multilevel) | 1     |
| Elect. P & C Engineer     | IA10 - Display Task Lists (Multilevel) | 1     |
| Electrical Supervisor     | IA10 - Display Task Lists (Multilevel) | 1     |
| Engineering Manager       | IA10 - Display Task Lists (Multilevel) | 1     |
| External Auditor          | IA10 - Display Task Lists (Multilevel) | 1     |
| Finance Reporting Officer | IA10 - Display Task Lists (Multilevel) | 1     |
| Financial Reporting Manag | IA10 - Display Task Lists (Multilevel) | 1     |
| Financial Reporting Offic | IA10 - Display Task Lists (Multilevel) | 1     |
| Financial Reporting Senio | IA10 - Display Task Lists (Multilevel) | 1     |
| Internal Auditor          | IA10 - Display Task Lists (Multilevel) | 1     |
| Mech & Elect Superintende | IA10 - Display Task Lists (Multilevel) | 1     |
| Mech. P & C Engineer      | IA10 - Display Task Lists (Multilevel) | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Mechanical Supervisor     | IA10 - Display Task Lists (Multilevel) | 1     |
| P&C Superintendent        | IA10 - Display Task Lists (Multilevel) | 1     |
| Plant Maintenance Officer | IA10 - Display Task Lists (Multilevel) | 1     |
| SAP Support               | IA10 - Display Task Lists (Multilevel) | 1     |
| Asset Officer             | IA11 - Create FunctLoc Task List       | 1     |
| Building & General Asset  | IA11 - Create FunctLoc Task List       | 1     |
| Mech & Elect Superintende | IA11 - Create FunctLoc Task List       | 1     |
| P&C Superintendent        | IA11 - Create FunctLoc Task List       | 1     |
| Asset Officer             | IA12 - Change FunctLoc Task List       | 1     |
| Building & General Asset  | IA12 - Change FunctLoc Task List       | 1     |
| Mech & Elect Superintende | IA12 - Change FunctLoc Task List       | 1     |
| P&C Superintendent        | IA12 - Change FunctLoc Task List       | 1     |
| Asset Officer             | IA13 - Display FunctLoc Task List      | 1     |
| Building & General Asset  | IA13 - Display FunctLoc Task List      | 1     |
| Elect. P & C Engineer     | IA13 - Display FunctLoc Task List      | 1     |
| Electrical Supervisor     | IA13 - Display FunctLoc Task List      | 1     |
| Engineering Manager       | IA13 - Display FunctLoc Task List      | 1     |
| External Auditor          | IA13 - Display FunctLoc Task List      | 1     |
| Finance Reporting Officer | IA13 - Display FunctLoc Task List      | 1     |
| Financial Reporting Manag | IA13 - Display FunctLoc Task List      | 1     |
| Financial Reporting Offic | IA13 - Display FunctLoc Task List      | 1     |
| Financial Reporting Senio | IA13 - Display FunctLoc Task List      | 1     |
| Internal Auditor          | IA13 - Display FunctLoc Task List      | 1     |
| Mech & Elect Superintende | IA13 - Display FunctLoc Task List      | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Mech. P & C Engineer      | IA13 - Display FunctLoc Task List   | 1     |
| Mechanical Supervisor     | IA13 - Display FunctLoc Task List   | 1     |
| P&C Superintendent        | IA13 - Display FunctLoc Task List   | 1     |
| Plant Maintenance Officer | IA13 - Display FunctLoc Task List   | 1     |
| SAP Support               | IA13 - Display FunctLoc Task List   | 1     |
| Asset Officer             | IA16 - Cost Maintenance Task Lists  | 1     |
| Building & General Asset  | IA16 - Cost Maintenance Task Lists  | 1     |
| Elect. P & C Engineer     | IA16 - Cost Maintenance Task Lists  | 1     |
| Electrical Supervisor     | IA16 - Cost Maintenance Task Lists  | 1     |
| External Auditor          | IA16 - Cost Maintenance Task Lists  | 1     |
| Finance Reporting Officer | IA16 - Cost Maintenance Task Lists  | 1     |
| Financial Reporting Manag | IA16 - Cost Maintenance Task Lists  | 1     |
| Financial Reporting Offic | IA16 - Cost Maintenance Task Lists  | 1     |
| Financial Reporting Senio | IA16 - Cost Maintenance Task Lists  | 1     |
| Internal Auditor          | IA16 - Cost Maintenance Task Lists  | 1     |
| Mech & Elect Superintende | IA16 - Cost Maintenance Task Lists  | 1     |
| Mech. P & C Engineer      | IA16 - Cost Maintenance Task Lists  | 1     |
| Mechanical Supervisor     | IA16 - Cost Maintenance Task Lists  | 1     |
| P&C Superintendent        | IA16 - Cost Maintenance Task Lists  | 1     |
| Plant Maintenance Officer | IA16 - Cost Maintenance Task Lists  | 1     |
| SAP Support               | IA16 - Cost Maintenance Task Lists  | 1     |
| External Auditor          | IA17 - Print Maintenance Task Lists | 1     |
| Finance Reporting Officer | IA17 - Print Maintenance Task Lists | 1     |
| Financial Reporting Manag | IA17 - Print Maintenance Task Lists | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | IA17 - Print Maintenance Task Lists           | 1     |
| Financial Reporting Senio | IA17 - Print Maintenance Task Lists           | 1     |
| Internal Auditor          | IA17 - Print Maintenance Task Lists           | 1     |
| SAP Support               | IA17 - Print Maintenance Task Lists           | 1     |
| External Auditor          | IA21 - Evaluate Task List Change<br>Documents | 1     |
| Finance Reporting Officer | IA21 - Evaluate Task List Change<br>Documents | 1     |
| Financial Reporting Manag | IA21 - Evaluate Task List Change<br>Documents | 1     |
| Financial Reporting Offic | IA21 - Evaluate Task List Change<br>Documents | 1     |
| Financial Reporting Senio | IA21 - Evaluate Task List Change<br>Documents | 1     |
| Internal Auditor          | IA21 - Evaluate Task List Change<br>Documents | 1     |
| SAP Support               | IA21 - Evaluate Task List Change<br>Documents | 1     |
| Asset Officer             | IB01 - Create Equipment BOM                   | 1     |
| Building & General Asset  | IB01 - Create Equipment BOM                   | 1     |
| Elect. P & C Engineer     | IB01 - Create Equipment BOM                   | 1     |
| Engineering Manager       | IB01 - Create Equipment BOM                   | 1     |
| Mech & Elect Superintende | IB01 - Create Equipment BOM                   | 1     |
| Mech. P & C Engineer      | IB01 - Create Equipment BOM                   | 1     |
| P&C Superintendent        | IB01 - Create Equipment BOM                   | 1     |
| Asset Officer             | IB02 - Change Equipment BOM                   | 1     |
| Building & General Asset  | IB02 - Change Equipment BOM                   | 1     |
| Elect. P & C Engineer     | IB02 - Change Equipment BOM                   | 1     |
| Engineering Manager       | IB02 - Change Equipment BOM                   | 1     |
| Mech & Elect Superintende | IB02 - Change Equipment BOM                   | 1     |
| Mech. P & C Engineer      | IB02 - Change Equipment BOM                   | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| P&C Superintendent        | IB02 - Change Equipment BOM               | 1     |
| Asset Officer             | IB03 - Display Equipment BOM              | 1     |
| Building & General Asset  | IB03 - Display Equipment BOM              | 1     |
| Elect. P & C Engineer     | IB03 - Display Equipment BOM              | 1     |
| Electrical Supervisor     | IB03 - Display Equipment BOM              | 1     |
| Engineering Manager       | IB03 - Display Equipment BOM              | 1     |
| External Auditor          | IB03 - Display Equipment BOM              | 1     |
| Finance Reporting Officer | IB03 - Display Equipment BOM              | 1     |
| Financial Reporting Manag | IB03 - Display Equipment BOM              | 1     |
| Financial Reporting Offic | IB03 - Display Equipment BOM              | 1     |
| Financial Reporting Senio | IB03 - Display Equipment BOM              | 1     |
| Internal Auditor          | IB03 - Display Equipment BOM              | 1     |
| Mech & Elect Superintende | IB03 - Display Equipment BOM              | 1     |
| Mech. P & C Engineer      | IB03 - Display Equipment BOM              | 1     |
| Mechanical Supervisor     | IB03 - Display Equipment BOM              | 1     |
| P&C Superintendent        | IB03 - Display Equipment BOM              | 1     |
| Plant Maintenance Officer | IB03 - Display Equipment BOM              | 1     |
| SAP Support               | IB03 - Display Equipment BOM              | 1     |
| External Auditor          | IB09 - Display Equipment BOM Plant Alloc. | 1     |
| Finance Reporting Officer | IB09 - Display Equipment BOM Plant Alloc. | 1     |
| Financial Reporting Manag | IB09 - Display Equipment BOM Plant Alloc. | 1     |
| Financial Reporting Offic | IB09 - Display Equipment BOM Plant Alloc. | 1     |
| Financial Reporting Senio | IB09 - Display Equipment BOM Plant Alloc. | 1     |
| Internal Auditor          | IB09 - Display Equipment BOM Plant Alloc. | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| SAP Support               | IB09 - Display Equipment BOM Plant Alloc. | 1     |
| Asset Officer             | IB11 - Create Functional Location BOM     | 1     |
| Building & General Asset  | IB11 - Create Functional Location BOM     | 1     |
| Mech & Elect Superintende | IB11 - Create Functional Location BOM     | 1     |
| P&C Superintendent        | IB11 - Create Functional Location BOM     | 1     |
| Asset Officer             | IB12 - Change Functional Location BOM     | 1     |
| Building & General Asset  | IB12 - Change Functional Location BOM     | 1     |
| Mech & Elect Superintende | IB12 - Change Functional Location BOM     | 1     |
| P&C Superintendent        | IB12 - Change Functional Location BOM     | 1     |
| Asset Officer             | IB13 - Display Functional Location BOM    | 1     |
| Building & General Asset  | IB13 - Display Functional Location BOM    | 1     |
| External Auditor          | IB13 - Display Functional Location BOM    | 1     |
| Finance Reporting Officer | IB13 - Display Functional Location BOM    | 1     |
| Financial Reporting Manag | IB13 - Display Functional Location BOM    | 1     |
| Financial Reporting Offic | IB13 - Display Functional Location BOM    | 1     |
| Financial Reporting Senio | IB13 - Display Functional Location BOM    | 1     |
| Internal Auditor          | IB13 - Display Functional Location BOM    | 1     |
| Mech & Elect Superintende | IB13 - Display Functional Location BOM    | 1     |
| P&C Superintendent        | IB13 - Display Functional Location BOM    | 1     |
| SAP Support               | IB13 - Display Functional Location BOM    | 1     |
| Asset Officer             | IE01 - Create Equipment                   | 1     |
| Building & General Asset  | IE01 - Create Equipment                   | 1     |
| Elect. P & C Engineer     | IE01 - Create Equipment                   | 1     |
| Engineering Manager       | IE01 - Create Equipment                   | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Mech & Elect Superintende | IE01 - Create Equipment  | 1     |
| Mech. P & C Engineer      | IE01 - Create Equipment  | 1     |
| P&C Superintendent        | IE01 - Create Equipment  | 1     |
| SAP Support               | IE01 - Create Equipment  | 1     |
| Asset Officer             | IE02 - Change Equipment  | 1     |
| Building & General Asset  | IE02 - Change Equipment  | 1     |
| Elect. P & C Engineer     | IE02 - Change Equipment  | 1     |
| Engineering Manager       | IE02 - Change Equipment  | 1     |
| Mech & Elect Superintende | IE02 - Change Equipment  | 1     |
| Mech. P & C Engineer      | IE02 - Change Equipment  | 1     |
| P&C Superintendent        | IE02 - Change Equipment  | 1     |
| SAP Support               | IE02 - Change Equipment  | 1     |
| Asset Officer             | IE03 - Display Equipment | 1     |
| Building & General Asset  | IE03 - Display Equipment | 1     |
| Elect. P & C Engineer     | IE03 - Display Equipment | 1     |
| Electrical Supervisor     | IE03 - Display Equipment | 1     |
| Engineering Manager       | IE03 - Display Equipment | 1     |
| External Auditor          | IE03 - Display Equipment | 1     |
| Finance Reporting Officer | IE03 - Display Equipment | 1     |
| Financial Reporting Manag | IE03 - Display Equipment | 1     |
| Financial Reporting Offic | IE03 - Display Equipment | 1     |
| Financial Reporting Senio | IE03 - Display Equipment | 1     |
| Internal Auditor          | IE03 - Display Equipment | 1     |
| Mech & Elect Superintende | IE03 - Display Equipment | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Mech. P & C Engineer      | IE03 - Display Equipment            | 1     |
| Mechanical Supervisor     | IE03 - Display Equipment            | 1     |
| P&C Superintendent        | IE03 - Display Equipment            | 1     |
| Plant Maintenance Officer | IE03 - Display Equipment            | 1     |
| SAP Support               | IE03 - Display Equipment            | 1     |
| Asset Officer             | IE05 - Change Equipment             | 1     |
| Building & General Asset  | IE05 - Change Equipment             | 1     |
| Mech & Elect Superintende | IE05 - Change Equipment             | 1     |
| P&C Superintendent        | IE05 - Change Equipment             | 1     |
| Asset Officer             | IE07 - Equipment List (Multi-level) | 1     |
| Building & General Asset  | IE07 - Equipment List (Multi-level) | 1     |
| Elect. P & C Engineer     | IE07 - Equipment List (Multi-level) | 1     |
| Electrical Supervisor     | IE07 - Equipment List (Multi-level) | 1     |
| Engineering Manager       | IE07 - Equipment List (Multi-level) | 1     |
| External Auditor          | IE07 - Equipment List (Multi-level) | 1     |
| Finance Reporting Officer | IE07 - Equipment List (Multi-level) | 1     |
| Financial Reporting Manag | IE07 - Equipment List (Multi-level) | 1     |
| Financial Reporting Offic | IE07 - Equipment List (Multi-level) | 1     |
| Financial Reporting Senio | IE07 - Equipment List (Multi-level) | 1     |
| Internal Auditor          | IE07 - Equipment List (Multi-level) | 1     |
| Mech & Elect Superintende | IE07 - Equipment List (Multi-level) | 1     |
| Mech. P & C Engineer      | IE07 - Equipment List (Multi-level) | 1     |
| Mechanical Supervisor     | IE07 - Equipment List (Multi-level) | 1     |
| P&C Superintendent        | IE07 - Equipment List (Multi-level) | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Plant Maintenance Officer | IE07 - Equipment List (Multi-level)  | 1     |
| SAP Support               | IE07 - Equipment List (Multi-level)  | 1     |
| Asset Officer             | IE10 - Multiple Equipment Entry      | 1     |
| Building & General Asset  | IE10 - Multiple Equipment Entry      | 1     |
| Mech & Elect Superintende | IE10 - Multiple Equipment Entry      | 1     |
| P&C Superintendent        | IE10 - Multiple Equipment Entry      | 1     |
| External Auditor          | IE36 - Display Vehicles              | 1     |
| Finance Reporting Officer | IE36 - Display Vehicles              | 1     |
| Financial Reporting Manag | IE36 - Display Vehicles              | 1     |
| Financial Reporting Offic | IE36 - Display Vehicles              | 1     |
| Financial Reporting Senio | IE36 - Display Vehicles              | 1     |
| Internal Auditor          | IE36 - Display Vehicles              | 1     |
| SAP Support               | IE36 - Display Vehicles              | 1     |
| Default position          | IFCU - Consumption Transaction       | 1     |
| Logistic GL               | IFCU - Consumption Transaction       | 1     |
| Logistic GL Parts         | IFCU - Consumption Transaction       | 1     |
| Logistic Officer          | IFCU - Consumption Transaction       | 1     |
| Logistic Section Head     | IFCU - Consumption Transaction       | 1     |
| Logistic Supervisor       | IFCU - Consumption Transaction       | 1     |
| Warehouse Crew            | IFCU - Consumption Transaction       | 1     |
| Asset Officer             | IH01 - Functional Location Structure | 1     |
| Building & General Asset  | IH01 - Functional Location Structure | 1     |
| Elect. P & C Engineer     | IH01 - Functional Location Structure | 1     |
| Electrical Supervisor     | IH01 - Functional Location Structure | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Engineering Manager       | IH01 - Functional Location Structure | 1     |
| External Auditor          | IH01 - Functional Location Structure | 1     |
| Finance Reporting Officer | IH01 - Functional Location Structure | 1     |
| Financial Reporting Manag | IH01 - Functional Location Structure | 1     |
| Financial Reporting Offic | IH01 - Functional Location Structure | 1     |
| Financial Reporting Senio | IH01 - Functional Location Structure | 1     |
| Internal Auditor          | IH01 - Functional Location Structure | 1     |
| Mech & Elect Superintende | IH01 - Functional Location Structure | 1     |
| Mech. P & C Engineer      | IH01 - Functional Location Structure | 1     |
| Mechanical Supervisor     | IH01 - Functional Location Structure | 1     |
| P&C Superintendent        | IH01 - Functional Location Structure | 1     |
| Plant Maintenance Officer | IH01 - Functional Location Structure | 1     |
| SAP Support               | IH01 - Functional Location Structure | 1     |
| External Auditor          | IH02 - Reference Location Structure  | 1     |
| Finance Reporting Officer | IH02 - Reference Location Structure  | 1     |
| Financial Reporting Manag | IH02 - Reference Location Structure  | 1     |
| Financial Reporting Offic | IH02 - Reference Location Structure  | 1     |
| Financial Reporting Senio | IH02 - Reference Location Structure  | 1     |
| Internal Auditor          | IH02 - Reference Location Structure  | 1     |
| SAP Support               | IH02 - Reference Location Structure  | 1     |
| Asset Officer             | IH03 - Equipment Structure           | 1     |
| Building & General Asset  | IH03 - Equipment Structure           | 1     |
| Elect. P & C Engineer     | IH03 - Equipment Structure           | 1     |
| Electrical Supervisor     | IH03 - Equipment Structure           | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Engineering Manager       | IH03 - Equipment Structure | 1     |
| Mech & Elect Superintende | IH03 - Equipment Structure | 1     |
| Mech. P & C Engineer      | IH03 - Equipment Structure | 1     |
| Mechanical Supervisor     | IH03 - Equipment Structure | 1     |
| P&C Superintendent        | IH03 - Equipment Structure | 1     |
| Plant Maintenance Officer | IH03 - Equipment Structure | 1     |
| Asset Officer             | IH04 - Equipment Structure | 1     |
| Building & General Asset  | IH04 - Equipment Structure | 1     |
| Elect. P & C Engineer     | IH04 - Equipment Structure | 1     |
| Electrical Supervisor     | IH04 - Equipment Structure | 1     |
| Engineering Manager       | IH04 - Equipment Structure | 1     |
| External Auditor          | IH04 - Equipment Structure | 1     |
| Finance Reporting Officer | IH04 - Equipment Structure | 1     |
| Financial Reporting Manag | IH04 - Equipment Structure | 1     |
| Financial Reporting Offic | IH04 - Equipment Structure | 1     |
| Financial Reporting Senio | IH04 - Equipment Structure | 1     |
| Internal Auditor          | IH04 - Equipment Structure | 1     |
| Mech & Elect Superintende | IH04 - Equipment Structure | 1     |
| Mech. P & C Engineer      | IH04 - Equipment Structure | 1     |
| Mechanical Supervisor     | IH04 - Equipment Structure | 1     |
| P&C Superintendent        | IH04 - Equipment Structure | 1     |
| Plant Maintenance Officer | IH04 - Equipment Structure | 1     |
| SAP Support               | IH04 - Equipment Structure | 1     |
| Asset Officer             | IH05 - Material Structure  | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Building & General Asset  | IH05 - Material Structure          | 1     |
| Elect. P & C Engineer     | IH05 - Material Structure          | 1     |
| Electrical Supervisor     | IH05 - Material Structure          | 1     |
| Engineering Manager       | IH05 - Material Structure          | 1     |
| External Auditor          | IH05 - Material Structure          | 1     |
| Finance Reporting Officer | IH05 - Material Structure          | 1     |
| Financial Reporting Manag | IH05 - Material Structure          | 1     |
| Financial Reporting Offic | IH05 - Material Structure          | 1     |
| Financial Reporting Senio | IH05 - Material Structure          | 1     |
| Internal Auditor          | IH05 - Material Structure          | 1     |
| Mech & Elect Superintende | IH05 - Material Structure          | 1     |
| Mech. P & C Engineer      | IH05 - Material Structure          | 1     |
| Mechanical Supervisor     | IH05 - Material Structure          | 1     |
| P&C Superintendent        | IH05 - Material Structure          | 1     |
| Plant Maintenance Officer | IH05 - Material Structure          | 1     |
| SAP Support               | IH05 - Material Structure          | 1     |
| Asset Officer             | IH06 - Display Functional Location | 1     |
| Building & General Asset  | IH06 - Display Functional Location | 1     |
| Elect. P & C Engineer     | IH06 - Display Functional Location | 1     |
| Electrical Supervisor     | IH06 - Display Functional Location | 1     |
| Engineering Manager       | IH06 - Display Functional Location | 1     |
| External Auditor          | IH06 - Display Functional Location | 1     |
| Finance Reporting Officer | IH06 - Display Functional Location | 1     |
| Financial Reporting Manag | IH06 - Display Functional Location | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Offic | IH06 - Display Functional Location | 1     |
| Financial Reporting Senio | IH06 - Display Functional Location | 1     |
| Internal Auditor          | IH06 - Display Functional Location | 1     |
| Mech & Elect Superintende | IH06 - Display Functional Location | 1     |
| Mech. P & C Engineer      | IH06 - Display Functional Location | 1     |
| Mechanical Supervisor     | IH06 - Display Functional Location | 1     |
| P&C Superintendent        | IH06 - Display Functional Location | 1     |
| Plant Maintenance Officer | IH06 - Display Functional Location | 1     |
| SAP Support               | IH06 - Display Functional Location | 1     |
| External Auditor          | IH07 - Display Reference Location  | 1     |
| Finance Reporting Officer | IH07 - Display Reference Location  | 1     |
| Financial Reporting Manag | IH07 - Display Reference Location  | 1     |
| Financial Reporting Offic | IH07 - Display Reference Location  | 1     |
| Financial Reporting Senio | IH07 - Display Reference Location  | 1     |
| Internal Auditor          | IH07 - Display Reference Location  | 1     |
| SAP Support               | IH07 - Display Reference Location  | 1     |
| Asset Officer             | IH08 - Display Equipment           | 1     |
| Building & General Asset  | IH08 - Display Equipment           | 1     |
| Elect. P & C Engineer     | IH08 - Display Equipment           | 1     |
| Electrical Supervisor     | IH08 - Display Equipment           | 1     |
| Engineering Manager       | IH08 - Display Equipment           | 1     |
| External Auditor          | IH08 - Display Equipment           | 1     |
| Finance Reporting Officer | IH08 - Display Equipment           | 1     |
| Financial Reporting Manag | IH08 - Display Equipment           | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Financial Reporting Offic | IH08 - Display Equipment | 1     |
| Financial Reporting Senio | IH08 - Display Equipment | 1     |
| Internal Auditor          | IH08 - Display Equipment | 1     |
| Mech & Elect Superintende | IH08 - Display Equipment | 1     |
| Mech. P & C Engineer      | IH08 - Display Equipment | 1     |
| Mechanical Supervisor     | IH08 - Display Equipment | 1     |
| P&C Superintendent        | IH08 - Display Equipment | 1     |
| Plant Maintenance Officer | IH08 - Display Equipment | 1     |
| SAP Support               | IH08 - Display Equipment | 1     |
| Asset Officer             | IH09 - Display Material  | 1     |
| Building & General Asset  | IH09 - Display Material  | 1     |
| Elect. P & C Engineer     | IH09 - Display Material  | 1     |
| Electrical Supervisor     | IH09 - Display Material  | 1     |
| Engineering Manager       | IH09 - Display Material  | 1     |
| External Auditor          | IH09 - Display Material  | 1     |
| Finance Reporting Officer | IH09 - Display Material  | 1     |
| Financial Reporting Manag | IH09 - Display Material  | 1     |
| Financial Reporting Offic | IH09 - Display Material  | 1     |
| Financial Reporting Senio | IH09 - Display Material  | 1     |
| Internal Auditor          | IH09 - Display Material  | 1     |
| Mech & Elect Superintende | IH09 - Display Material  | 1     |
| Mech. P & C Engineer      | IH09 - Display Material  | 1     |
| Mechanical Supervisor     | IH09 - Display Material  | 1     |
| P&C Superintendent        | IH09 - Display Material  | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Plant Maintenance Officer | IH09 - Display Material        | 1     |
| SAP Support               | IH09 - Display Material        | 1     |
| Asset Officer             | IH12 - FunctLocation Structure | 1     |
| Building & General Asset  | IH12 - FunctLocation Structure | 1     |
| Mech & Elect Superintende | IH12 - FunctLocation Structure | 1     |
| P&C Superintendent        | IH12 - FunctLocation Structure | 1     |
| Asset Officer             | IK01 - Create Measuring Point  | 1     |
| Building & General Asset  | IK01 - Create Measuring Point  | 1     |
| Mech & Elect Superintende | IK01 - Create Measuring Point  | 1     |
| P&C Superintendent        | IK01 - Create Measuring Point  | 1     |
| Asset Officer             | IK02 - Change Measuring Point  | 1     |
| Building & General Asset  | IK02 - Change Measuring Point  | 1     |
| Mech & Elect Superintende | IK02 - Change Measuring Point  | 1     |
| P&C Superintendent        | IK02 - Change Measuring Point  | 1     |
| Asset Officer             | IK03 - Display Measuring Point | 1     |
| Building & General Asset  | IK03 - Display Measuring Point | 1     |
| Elect. P & C Engineer     | IK03 - Display Measuring Point | 1     |
| Electrical Supervisor     | IK03 - Display Measuring Point | 1     |
| Engineering Manager       | IK03 - Display Measuring Point | 1     |
| External Auditor          | IK03 - Display Measuring Point | 1     |
| Finance Reporting Officer | IK03 - Display Measuring Point | 1     |
| Financial Reporting Manag | IK03 - Display Measuring Point | 1     |
| Financial Reporting Offic | IK03 - Display Measuring Point | 1     |
| Financial Reporting Senio | IK03 - Display Measuring Point | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Internal Auditor          | IK03 - Display Measuring Point                | 1     |
| Mech & Elect Superintende | IK03 - Display Measuring Point                | 1     |
| Mech. P & C Engineer      | IK03 - Display Measuring Point                | 1     |
| Mechanical Supervisor     | IK03 - Display Measuring Point                | 1     |
| P&C Superintendent        | IK03 - Display Measuring Point                | 1     |
| Plant Maintenance Officer | IK03 - Display Measuring Point                | 1     |
| SAP Support               | IK03 - Display Measuring Point                | 1     |
| Asset Officer             | IK06 - Display Measuring Points for Object    | 1     |
| Building & General Asset  | IK06 - Display Measuring Points for Object    | 1     |
| Elect. P & C Engineer     | IK06 - Display Measuring Points for Object    | 1     |
| Electrical Supervisor     | IK06 - Display Measuring Points for Object    | 1     |
| Engineering Manager       | IK06 - Display Measuring Points for Object    | 1     |
| Mech & Elect Superintende | IK06 - Display Measuring Points for Object    | 1     |
| Mech. P & C Engineer      | IK06 - Display Measuring Points for<br>Object | 1     |
| Mechanical Supervisor     | IK06 - Display Measuring Points for Object    | 1     |
| P&C Superintendent        | IK06 - Display Measuring Points for Object    | 1     |
| Plant Maintenance Officer | IK06 - Display Measuring Points for Object    | 1     |
| Asset Officer             | IK07 - Display Measuring Points               | 1     |
| Building & General Asset  | IK07 - Display Measuring Points               | 1     |
| Elect. P & C Engineer     | IK07 - Display Measuring Points               | 1     |
| Electrical Supervisor     | IK07 - Display Measuring Points               | 1     |
| Engineering Manager       | IK07 - Display Measuring Points               | 1     |
| External Auditor          | IK07 - Display Measuring Points               | 1     |
| Finance Reporting Officer | IK07 - Display Measuring Points               | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Manag | IK07 - Display Measuring Points    | 1     |
| Financial Reporting Offic | IK07 - Display Measuring Points    | 1     |
| Financial Reporting Senio | IK07 - Display Measuring Points    | 1     |
| Internal Auditor          | IK07 - Display Measuring Points    | 1     |
| Mech & Elect Superintende | IK07 - Display Measuring Points    | 1     |
| Mech. P & C Engineer      | IK07 - Display Measuring Points    | 1     |
| Mechanical Supervisor     | IK07 - Display Measuring Points    | 1     |
| P&C Superintendent        | IK07 - Display Measuring Points    | 1     |
| Plant Maintenance Officer | IK07 - Display Measuring Points    | 1     |
| SAP Support               | IK07 - Display Measuring Points    | 1     |
| Asset Officer             | IK08 - Change Measuring Points     | 1     |
| Building & General Asset  | IK08 - Change Measuring Points     | 1     |
| Mech & Elect Superintende | IK08 - Change Measuring Points     | 1     |
| P&C Superintendent        | IK08 - Change Measuring Points     | 1     |
| Asset Officer             | IK11 - Create Measurement Document | 1     |
| Building & General Asset  | IK11 - Create Measurement Document | 1     |
| Elect. P & C Engineer     | IK11 - Create Measurement Document | 1     |
| Electrical Supervisor     | IK11 - Create Measurement Document | 1     |
| Mech & Elect Superintende | IK11 - Create Measurement Document | 1     |
| Mech. P & C Engineer      | IK11 - Create Measurement Document | 1     |
| Mechanical Supervisor     | IK11 - Create Measurement Document | 1     |
| P&C Superintendent        | IK11 - Create Measurement Document | 1     |
| Plant Maintenance Officer | IK11 - Create Measurement Document | 1     |
| Asset Officer             | IK12 - Change Measurement Document | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Building & General Asset  | IK12 - Change Measurement Document  | 1     |
| Elect. P & C Engineer     | IK12 - Change Measurement Document  | 1     |
| Electrical Supervisor     | IK12 - Change Measurement Document  | 1     |
| Mech & Elect Superintende | IK12 - Change Measurement Document  | 1     |
| Mech. P & C Engineer      | IK12 - Change Measurement Document  | 1     |
| Mechanical Supervisor     | IK12 - Change Measurement Document  | 1     |
| P&C Superintendent        | IK12 - Change Measurement Document  | 1     |
| Plant Maintenance Officer | IK12 - Change Measurement Document  | 1     |
| Asset Officer             | IK13 - Display Measurement Document | 1     |
| Building & General Asset  | IK13 - Display Measurement Document | 1     |
| Elect. P & C Engineer     | IK13 - Display Measurement Document | 1     |
| Electrical Supervisor     | IK13 - Display Measurement Document | 1     |
| Engineering Manager       | IK13 - Display Measurement Document | 1     |
| External Auditor          | IK13 - Display Measurement Document | 1     |
| Finance Reporting Officer | IK13 - Display Measurement Document | 1     |
| Financial Reporting Manag | IK13 - Display Measurement Document | 1     |
| Financial Reporting Offic | IK13 - Display Measurement Document | 1     |
| Financial Reporting Senio | IK13 - Display Measurement Document | 1     |
| Internal Auditor          | IK13 - Display Measurement Document | 1     |
| Mech & Elect Superintende | IK13 - Display Measurement Document | 1     |
| Mech. P & C Engineer      | IK13 - Display Measurement Document | 1     |
| Mechanical Supervisor     | IK13 - Display Measurement Document | 1     |
| P&C Superintendent        | IK13 - Display Measurement Document | 1     |
| Plant Maintenance Officer | IK13 - Display Measurement Document | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| SAP Support               | IK13 - Display Measurement Document      | 1     |
| Asset Officer             | IK14 - Collective Entry of MeasDocuments | 1     |
| Building & General Asset  | IK14 - Collective Entry of MeasDocuments | 1     |
| Elect. P & C Engineer     | IK14 - Collective Entry of MeasDocuments | 1     |
| Electrical Supervisor     | IK14 - Collective Entry of MeasDocuments | 1     |
| Mech & Elect Superintende | IK14 - Collective Entry of MeasDocuments | 1     |
| Mech. P & C Engineer      | IK14 - Collective Entry of MeasDocuments | 1     |
| Mechanical Supervisor     | IK14 - Collective Entry of MeasDocuments | 1     |
| P&C Superintendent        | IK14 - Collective Entry of MeasDocuments | 1     |
| Plant Maintenance Officer | IK14 - Collective Entry of MeasDocuments | 1     |
| Asset Officer             | IK16 - Collective Entry of MeasDocuments | 1     |
| Building & General Asset  | IK16 - Collective Entry of MeasDocuments | 1     |
| Elect. P & C Engineer     | IK16 - Collective Entry of MeasDocuments | 1     |
| Electrical Supervisor     | IK16 - Collective Entry of MeasDocuments | 1     |
| Mech & Elect Superintende | IK16 - Collective Entry of MeasDocuments | 1     |
| Mech. P & C Engineer      | IK16 - Collective Entry of MeasDocuments | 1     |
| Mechanical Supervisor     | IK16 - Collective Entry of MeasDocuments | 1     |
| P&C Superintendent        | IK16 - Collective Entry of MeasDocuments | 1     |
| Plant Maintenance Officer | IK16 - Collective Entry of MeasDocuments | 1     |
| Asset Officer             | IK17 - Display Measurement<br>Documents  | 1     |
| Building & General Asset  | IK17 - Display Measurement<br>Documents  | 1     |
| Elect. P & C Engineer     | IK17 - Display Measurement<br>Documents  | 1     |
| Electrical Supervisor     | IK17 - Display Measurement<br>Documents  | 1     |
| Engineering Manager       | IK17 - Display Measurement<br>Documents  | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| External Auditor          | IK17 - Display Measurement<br>Documents  | 1     |
| Finance Reporting Officer | IK17 - Display Measurement<br>Documents  | 1     |
| Financial Reporting Manag | IK17 - Display Measurement<br>Documents  | 1     |
| Financial Reporting Offic | IK17 - Display Measurement<br>Documents  | 1     |
| Financial Reporting Senio | IK17 - Display Measurement<br>Documents  | 1     |
| Internal Auditor          | IK17 - Display Measurement<br>Documents  | 1     |
| Mech & Elect Superintende | IK17 - Display Measurement<br>Documents  | 1     |
| Mech. P & C Engineer      | IK17 - Display Measurement<br>Documents  | 1     |
| Mechanical Supervisor     | IK17 - Display Measurement<br>Documents  | 1     |
| P&C Superintendent        | IK17 - Display Measurement<br>Documents  | 1     |
| Plant Maintenance Officer | IK17 - Display Measurement<br>Documents  | 1     |
| SAP Support               | IK17 - Display Measurement<br>Documents  | 1     |
| Asset Officer             | IK18 - Change Measurement Documents      | 1     |
| Building & General Asset  | IK18 - Change Measurement Documents      | 1     |
| Elect. P & C Engineer     | IK18 - Change Measurement Documents      | 1     |
| Electrical Supervisor     | IK18 - Change Measurement Documents      | 1     |
| Mech & Elect Superintende | IK18 - Change Measurement Documents      | 1     |
| Mech. P & C Engineer      | IK18 - Change Measurement Documents      | 1     |
| Mechanical Supervisor     | IK18 - Change Measurement Documents      | 1     |
| P&C Superintendent        | IK18 - Change Measurement Documents      | 1     |
| Plant Maintenance Officer | IK18 - Change Measurement<br>Documents   | 1     |
| Asset Officer             | IK22 - Collective Entry of MeasDocuments | 1     |
| Building & General Asset  | IK22 - Collective Entry of MeasDocuments | 1     |
| Elect. P & C Engineer     | IK22 - Collective Entry of MeasDocuments | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Electrical Supervisor     | IK22 - Collective Entry of MeasDocuments | 1     |
| Mech & Elect Superintende | IK22 - Collective Entry of MeasDocuments | 1     |
| Mech. P & C Engineer      | IK22 - Collective Entry of MeasDocuments | 1     |
| Mechanical Supervisor     | IK22 - Collective Entry of MeasDocuments | 1     |
| P&C Superintendent        | IK22 - Collective Entry of MeasDocuments | 1     |
| Plant Maintenance Officer | IK22 - Collective Entry of MeasDocuments | 1     |
| Asset Officer             | IK33 - Display MeasReading entry list    | 1     |
| Building & General Asset  | IK33 - Display MeasReading entry list    | 1     |
| Elect. P & C Engineer     | IK33 - Display MeasReading entry list    | 1     |
| Electrical Supervisor     | IK33 - Display MeasReading entry list    | 1     |
| Engineering Manager       | IK33 - Display MeasReading entry list    | 1     |
| Mech & Elect Superintende | IK33 - Display MeasReading entry list    | 1     |
| Mech. P & C Engineer      | IK33 - Display MeasReading entry list    | 1     |
| Mechanical Supervisor     | IK33 - Display MeasReading entry list    | 1     |
| P&C Superintendent        | IK33 - Display MeasReading entry list    | 1     |
| Plant Maintenance Officer | IK33 - Display MeasReading entry list    | 1     |
| Asset Officer             | IK34 - Collective Entry of MeasDocuments | 1     |
| Building & General Asset  | IK34 - Collective Entry of MeasDocuments | 1     |
| Elect. P & C Engineer     | IK34 - Collective Entry of MeasDocuments | 1     |
| Electrical Supervisor     | IK34 - Collective Entry of MeasDocuments | 1     |
| Mech & Elect Superintende | IK34 - Collective Entry of MeasDocuments | 1     |
| Mech. P & C Engineer      | IK34 - Collective Entry of MeasDocuments | 1     |
| Mechanical Supervisor     | IK34 - Collective Entry of MeasDocuments | 1     |
| P&C Superintendent        | IK34 - Collective Entry of MeasDocuments | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Plant Maintenance Officer | IK34 - Collective Entry of MeasDocuments | 1     |
| Asset Officer             | IK41 - Display MeasDocs From Archive     | 1     |
| Building & General Asset  | IK41 - Display MeasDocs From Archive     | 1     |
| Elect. P & C Engineer     | IK41 - Display MeasDocs From Archive     | 1     |
| Electrical Supervisor     | IK41 - Display MeasDocs From Archive     | 1     |
| Engineering Manager       | IK41 - Display MeasDocs From Archive     | 1     |
| External Auditor          | IK41 - Display MeasDocs From Archive     | 1     |
| Finance Reporting Officer | IK41 - Display MeasDocs From Archive     | 1     |
| Financial Reporting Manag | IK41 - Display MeasDocs From Archive     | 1     |
| Financial Reporting Offic | IK41 - Display MeasDocs From Archive     | 1     |
| Financial Reporting Senio | IK41 - Display MeasDocs From Archive     | 1     |
| Internal Auditor          | IK41 - Display MeasDocs From Archive     | 1     |
| Mech & Elect Superintende | IK41 - Display MeasDocs From Archive     | 1     |
| Mech. P & C Engineer      | IK41 - Display MeasDocs From Archive     | 1     |
| Mechanical Supervisor     | IK41 - Display MeasDocs From Archive     | 1     |
| P&C Superintendent        | IK41 - Display MeasDocs From Archive     | 1     |
| Plant Maintenance Officer | IK41 - Display MeasDocs From Archive     | 1     |
| SAP Support               | IK41 - Display MeasDocs From Archive     | 1     |
| External Auditor          | IK51 - MeasReading Transfer Structure    | 1     |
| Finance Reporting Officer | IK51 - MeasReading Transfer Structure    | 1     |
| Financial Reporting Manag | IK51 - MeasReading Transfer Structure    | 1     |
| Financial Reporting Offic | IK51 - MeasReading Transfer Structure    | 1     |
| Financial Reporting Senio | IK51 - MeasReading Transfer Structure    | 1     |
| Internal Auditor          | IK51 - MeasReading Transfer Structure    | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| SAP Support               | IK51 - MeasReading Transfer Structure | 1     |
| External Auditor          | IK52 - MeasReading Transfer History   | 1     |
| Finance Reporting Officer | IK52 - MeasReading Transfer History   | 1     |
| Financial Reporting Manag | IK52 - MeasReading Transfer History   | 1     |
| Financial Reporting Offic | IK52 - MeasReading Transfer History   | 1     |
| Financial Reporting Senio | IK52 - MeasReading Transfer History   | 1     |
| Internal Auditor          | IK52 - MeasReading Transfer History   | 1     |
| SAP Support               | IK52 - MeasReading Transfer History   | 1     |
| Asset Officer             | IL01 - Create Functional Location     | 1     |
| Building & General Asset  | IL01 - Create Functional Location     | 1     |
| Elect. P & C Engineer     | IL01 - Create Functional Location     | 1     |
| Electrical Supervisor     | IL01 - Create Functional Location     | 1     |
| Engineering Manager       | IL01 - Create Functional Location     | 1     |
| Mech & Elect Superintende | IL01 - Create Functional Location     | 1     |
| Mech. P & C Engineer      | IL01 - Create Functional Location     | 1     |
| Mechanical Supervisor     | IL01 - Create Functional Location     | 1     |
| P&C Superintendent        | IL01 - Create Functional Location     | 1     |
| Plant Maintenance Officer | IL01 - Create Functional Location     | 1     |
| SAP Support               | IL01 - Create Functional Location     | 1     |
| Asset Officer             | IL02 - Change Functional Location     | 1     |
| Building & General Asset  | IL02 - Change Functional Location     | 1     |
| Elect. P & C Engineer     | IL02 - Change Functional Location     | 1     |
| Electrical Supervisor     | IL02 - Change Functional Location     | 1     |
| Engineering Manager       | IL02 - Change Functional Location     | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Mech & Elect Superintende | IL02 - Change Functional Location       | 1     |
| Mech. P & C Engineer      | IL02 - Change Functional Location       | 1     |
| Mechanical Supervisor     | IL02 - Change Functional Location       | 1     |
| P&C Superintendent        | IL02 - Change Functional Location       | 1     |
| Plant Maintenance Officer | IL02 - Change Functional Location       | 1     |
| SAP Support               | IL02 - Change Functional Location       | 1     |
| Asset Officer             | IL03 - Display Functional Location      | 1     |
| Building & General Asset  | IL03 - Display Functional Location      | 1     |
| Elect. P & C Engineer     | IL03 - Display Functional Location      | 1     |
| Electrical Supervisor     | IL03 - Display Functional Location      | 1     |
| Engineering Manager       | IL03 - Display Functional Location      | 1     |
| External Auditor          | IL03 - Display Functional Location      | 1     |
| Finance Reporting Officer | IL03 - Display Functional Location      | 1     |
| Financial Reporting Manag | IL03 - Display Functional Location      | 1     |
| Financial Reporting Offic | IL03 - Display Functional Location      | 1     |
| Financial Reporting Senio | IL03 - Display Functional Location      | 1     |
| Internal Auditor          | IL03 - Display Functional Location      | 1     |
| Mech & Elect Superintende | IL03 - Display Functional Location      | 1     |
| Mech. P & C Engineer      | IL03 - Display Functional Location      | 1     |
| Mechanical Supervisor     | IL03 - Display Functional Location      | 1     |
| P&C Superintendent        | IL03 - Display Functional Location      | 1     |
| Plant Maintenance Officer | IL03 - Display Functional Location      | 1     |
| SAP Support               | IL03 - Display Functional Location      | 1     |
| Asset Officer             | IL04 - Create FunctLocation: List Entry | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Building & General Asset  | IL04 - Create FunctLocation: List Entry   | 1     |
| Mech & Elect Superintende | IL04 - Create FunctLocation: List Entry   | 1     |
| P&C Superintendent        | IL04 - Create FunctLocation: List Entry   | 1     |
| Asset Officer             | IL05 - Change Functional Location         | 1     |
| Building & General Asset  | IL05 - Change Functional Location         | 1     |
| Mech & Elect Superintende | IL05 - Change Functional Location         | 1     |
| P&C Superintendent        | IL05 - Change Functional Location         | 1     |
| External Auditor          | IL06 - Data Transfer From FunctLocation   | 1     |
| Finance Reporting Officer | IL06 - Data Transfer From FunctLocation   | 1     |
| Financial Reporting Manag | IL06 - Data Transfer From FunctLocation   | 1     |
| Financial Reporting Offic | IL06 - Data Transfer From FunctLocation   | 1     |
| Financial Reporting Senio | IL06 - Data Transfer From FunctLocation   | 1     |
| Internal Auditor          | IL06 - Data Transfer From FunctLocation   | 1     |
| SAP Support               | IL06 - Data Transfer From FunctLocation   | 1     |
| Asset Officer             | IL07 - Funct. Location List (Multi-Level) | 1     |
| Building & General Asset  | IL07 - Funct. Location List (Multi-Level) | 1     |
| Elect. P & C Engineer     | IL07 - Funct. Location List (Multi-Level) | 1     |
| Electrical Supervisor     | IL07 - Funct. Location List (Multi-Level) | 1     |
| Engineering Manager       | IL07 - Funct. Location List (Multi-Level) | 1     |
| External Auditor          | IL07 - Funct. Location List (Multi-Level) | 1     |
| Finance Reporting Officer | IL07 - Funct. Location List (Multi-Level) | 1     |
| Financial Reporting Manag | IL07 - Funct. Location List (Multi-Level) | 1     |
| Financial Reporting Offic | IL07 - Funct. Location List (Multi-Level) | 1     |
| Financial Reporting Senio | IL07 - Funct. Location List (Multi-Level) | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Internal Auditor          | IL07 - Funct. Location List (Multi-Level) | 1     |
| Mech & Elect Superintende | IL07 - Funct. Location List (Multi-Level) | 1     |
| Mech. P & C Engineer      | IL07 - Funct. Location List (Multi-Level) | 1     |
| Mechanical Supervisor     | IL07 - Funct. Location List (Multi-Level) | 1     |
| P&C Superintendent        | IL07 - Funct. Location List (Multi-Level) | 1     |
| Plant Maintenance Officer | IL07 - Funct. Location List (Multi-Level) | 1     |
| SAP Support               | IL07 - Funct. Location List (Multi-Level) | 1     |
| Asset Officer             | IL11 - Create Reference Location          | 1     |
| Building & General Asset  | IL11 - Create Reference Location          | 1     |
| Mech & Elect Superintende | IL11 - Create Reference Location          | 1     |
| P&C Superintendent        | IL11 - Create Reference Location          | 1     |
| Asset Officer             | IL12 - Change Reference Location          | 1     |
| Building & General Asset  | IL12 - Change Reference Location          | 1     |
| Mech & Elect Superintende | IL12 - Change Reference Location          | 1     |
| P&C Superintendent        | IL12 - Change Reference Location          | 1     |
| Asset Officer             | IL14 - Create RefLocation: List Entry     | 1     |
| Building & General Asset  | IL14 - Create RefLocation: List Entry     | 1     |
| Mech & Elect Superintende | IL14 - Create RefLocation: List Entry     | 1     |
| P&C Superintendent        | IL14 - Create RefLocation: List Entry     | 1     |
| Asset Officer             | IL15 - Change Reference Location          | 1     |
| Building & General Asset  | IL15 - Change Reference Location          | 1     |
| Mech & Elect Superintende | IL15 - Change Reference Location          | 1     |
| P&C Superintendent        | IL15 - Change Reference Location          | 1     |
| Asset Officer             | IN15 - Change FunctLoc Object<br>Network  | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Building & General Asset  | IN15 - Change FunctLoc Object<br>Network    | 1     |
| Mech & Elect Superintende | IN15 - Change FunctLoc Object<br>Network    | 1     |
| P&C Superintendent        | IN15 - Change FunctLoc Object<br>Network    | 1     |
| External Auditor          | IN16 - Display Object Network for FunctLoc  | 1     |
| Finance Reporting Officer | IN16 - Display Object Network for FunctLoc  | 1     |
| Financial Reporting Manag | IN16 - Display Object Network for FunctLoc  | 1     |
| Financial Reporting Offic | IN16 - Display Object Network for FunctLoc  | 1     |
| Financial Reporting Senio | IN16 - Display Object Network for FunctLoc  | 1     |
| Internal Auditor          | IN16 - Display Object Network for FunctLoc  | 1     |
| SAP Support               | IN16 - Display Object Network for FunctLoc  | 1     |
| External Auditor          | IN19 - Display Object Network for Equipment | 1     |
| Finance Reporting Officer | IN19 - Display Object Network for Equipment | 1     |
| Financial Reporting Manag | IN19 - Display Object Network for Equipment | 1     |
| Financial Reporting Offic | IN19 - Display Object Network for Equipment | 1     |
| Financial Reporting Senio | IN19 - Display Object Network for Equipment | 1     |
| Internal Auditor          | IN19 - Display Object Network for Equipment | 1     |
| SAP Support               | IN19 - Display Object Network for Equipment | 1     |
| Asset Officer             | IP02 - Change Maintenance Plan              | 1     |
| Building & General Asset  | IP02 - Change Maintenance Plan              | 1     |
| Elect. P & C Engineer     | IP02 - Change Maintenance Plan              | 1     |
| Electrical Supervisor     | IP02 - Change Maintenance Plan              | 1     |
| Mech & Elect Superintende | IP02 - Change Maintenance Plan              | 1     |
| Mech. P & C Engineer      | IP02 - Change Maintenance Plan              | 1     |
| Mechanical Supervisor     | IP02 - Change Maintenance Plan              | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| P&C Superintendent        | IP02 - Change Maintenance Plan  | 1     |
| Plant Maintenance Officer | IP02 - Change Maintenance Plan  | 1     |
| Asset Officer             | IP03 - Display Maintenance Plan | 1     |
| Building & General Asset  | IP03 - Display Maintenance Plan | 1     |
| Elect. P & C Engineer     | IP03 - Display Maintenance Plan | 1     |
| Electrical Supervisor     | IP03 - Display Maintenance Plan | 1     |
| Engineering Manager       | IP03 - Display Maintenance Plan | 1     |
| External Auditor          | IP03 - Display Maintenance Plan | 1     |
| Finance Reporting Officer | IP03 - Display Maintenance Plan | 1     |
| Financial Reporting Manag | IP03 - Display Maintenance Plan | 1     |
| Financial Reporting Offic | IP03 - Display Maintenance Plan | 1     |
| Financial Reporting Senio | IP03 - Display Maintenance Plan | 1     |
| Internal Auditor          | IP03 - Display Maintenance Plan | 1     |
| Mech & Elect Superintende | IP03 - Display Maintenance Plan | 1     |
| Mech. P & C Engineer      | IP03 - Display Maintenance Plan | 1     |
| Mechanical Supervisor     | IP03 - Display Maintenance Plan | 1     |
| P&C Superintendent        | IP03 - Display Maintenance Plan | 1     |
| Plant Maintenance Officer | IP03 - Display Maintenance Plan | 1     |
| SAP Support               | IP03 - Display Maintenance Plan | 1     |
| Asset Officer             | IP04 - Create Maintenance Item  | 1     |
| Building & General Asset  | IP04 - Create Maintenance Item  | 1     |
| Elect. P & C Engineer     | IP04 - Create Maintenance Item  | 1     |
| Electrical Supervisor     | IP04 - Create Maintenance Item  | 1     |
| Mech & Elect Superintende | IP04 - Create Maintenance Item  | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Mech. P & C Engineer      | IP04 - Create Maintenance Item  | 1     |
| Mechanical Supervisor     | IP04 - Create Maintenance Item  | 1     |
| P&C Superintendent        | IP04 - Create Maintenance Item  | 1     |
| Plant Maintenance Officer | IP04 - Create Maintenance Item  | 1     |
| Asset Officer             | IP05 - Change Maintenance Item  | 1     |
| Building & General Asset  | IP05 - Change Maintenance Item  | 1     |
| Elect. P & C Engineer     | IP05 - Change Maintenance Item  | 1     |
| Electrical Supervisor     | IP05 - Change Maintenance Item  | 1     |
| Mech & Elect Superintende | IP05 - Change Maintenance Item  | 1     |
| Mech. P & C Engineer      | IP05 - Change Maintenance Item  | 1     |
| Mechanical Supervisor     | IP05 - Change Maintenance Item  | 1     |
| P&C Superintendent        | IP05 - Change Maintenance Item  | 1     |
| Plant Maintenance Officer | IP05 - Change Maintenance Item  | 1     |
| Asset Officer             | IP06 - Display Maintenance Item | 1     |
| Building & General Asset  | IP06 - Display Maintenance Item | 1     |
| Elect. P & C Engineer     | IP06 - Display Maintenance Item | 1     |
| Electrical Supervisor     | IP06 - Display Maintenance Item | 1     |
| Engineering Manager       | IP06 - Display Maintenance Item | 1     |
| External Auditor          | IP06 - Display Maintenance Item | 1     |
| Finance Reporting Officer | IP06 - Display Maintenance Item | 1     |
| Financial Reporting Manag | IP06 - Display Maintenance Item | 1     |
| Financial Reporting Offic | IP06 - Display Maintenance Item | 1     |
| Financial Reporting Senio | IP06 - Display Maintenance Item | 1     |
| Internal Auditor          | IP06 - Display Maintenance Item | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Mech & Elect Superintende | IP06 - Display Maintenance Item       | 1     |
| Mech. P & C Engineer      | IP06 - Display Maintenance Item       | 1     |
| Mechanical Supervisor     | IP06 - Display Maintenance Item       | 1     |
| P&C Superintendent        | IP06 - Display Maintenance Item       | 1     |
| Plant Maintenance Officer | IP06 - Display Maintenance Item       | 1     |
| SAP Support               | IP06 - Display Maintenance Item       | 1     |
| Asset Officer             | IP10 - Schedule Maintenance Plan      | 1     |
| Building & General Asset  | IP10 - Schedule Maintenance Plan      | 1     |
| Elect. P & C Engineer     | IP10 - Schedule Maintenance Plan      | 1     |
| Electrical Supervisor     | IP10 - Schedule Maintenance Plan      | 1     |
| Mech & Elect Superintende | IP10 - Schedule Maintenance Plan      | 1     |
| Mech. P & C Engineer      | IP10 - Schedule Maintenance Plan      | 1     |
| Mechanical Supervisor     | IP10 - Schedule Maintenance Plan      | 1     |
| P&C Superintendent        | IP10 - Schedule Maintenance Plan      | 1     |
| Plant Maintenance Officer | IP10 - Schedule Maintenance Plan      | 1     |
| Asset Officer             | IP12 - Display Maintenance Strategies | 1     |
| Building & General Asset  | IP12 - Display Maintenance Strategies | 1     |
| Elect. P & C Engineer     | IP12 - Display Maintenance Strategies | 1     |
| Electrical Supervisor     | IP12 - Display Maintenance Strategies | 1     |
| Engineering Manager       | IP12 - Display Maintenance Strategies | 1     |
| External Auditor          | IP12 - Display Maintenance Strategies | 1     |
| Finance Reporting Officer | IP12 - Display Maintenance Strategies | 1     |
| Financial Reporting Manag | IP12 - Display Maintenance Strategies | 1     |
| Financial Reporting Offic | IP12 - Display Maintenance Strategies | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Financial Reporting Senio | IP12 - Display Maintenance Strategies | 1     |
| Internal Auditor          | IP12 - Display Maintenance Strategies | 1     |
| Mech & Elect Superintende | IP12 - Display Maintenance Strategies | 1     |
| Mech. P & C Engineer      | IP12 - Display Maintenance Strategies | 1     |
| Mechanical Supervisor     | IP12 - Display Maintenance Strategies | 1     |
| P&C Superintendent        | IP12 - Display Maintenance Strategies | 1     |
| Plant Maintenance Officer | IP12 - Display Maintenance Strategies | 1     |
| SAP Support               | IP12 - Display Maintenance Strategies | 1     |
| Asset Officer             | IP12Z - Display Cycle Set             | 1     |
| Building & General Asset  | IP12Z - Display Cycle Set             | 1     |
| Elect. P & C Engineer     | IP12Z - Display Cycle Set             | 1     |
| Electrical Supervisor     | IP12Z - Display Cycle Set             | 1     |
| Engineering Manager       | IP12Z - Display Cycle Set             | 1     |
| Mech & Elect Superintende | IP12Z - Display Cycle Set             | 1     |
| Mech. P & C Engineer      | IP12Z - Display Cycle Set             | 1     |
| Mechanical Supervisor     | IP12Z - Display Cycle Set             | 1     |
| P&C Superintendent        | IP12Z - Display Cycle Set             | 1     |
| Plant Maintenance Officer | IP12Z - Display Cycle Set             | 1     |
| Asset Officer             | IP13 - Package Order                  | 1     |
| Building & General Asset  | IP13 - Package Order                  | 1     |
| Elect. P & C Engineer     | IP13 - Package Order                  | 1     |
| Electrical Supervisor     | IP13 - Package Order                  | 1     |
| Engineering Manager       | IP13 - Package Order                  | 1     |
| Mech & Elect Superintende | IP13 - Package Order                  | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Mech. P & C Engineer      | IP13 - Package Order               | 1     |
| Mechanical Supervisor     | IP13 - Package Order               | 1     |
| P&C Superintendent        | IP13 - Package Order               | 1     |
| Plant Maintenance Officer | IP13 - Package Order               | 1     |
| Asset Officer             | IP14 - Where-Used List by Strategy | 1     |
| Building & General Asset  | IP14 - Where-Used List by Strategy | 1     |
| Elect. P & C Engineer     | IP14 - Where-Used List by Strategy | 1     |
| Electrical Supervisor     | IP14 - Where-Used List by Strategy | 1     |
| Engineering Manager       | IP14 - Where-Used List by Strategy | 1     |
| External Auditor          | IP14 - Where-Used List by Strategy | 1     |
| Finance Reporting Officer | IP14 - Where-Used List by Strategy | 1     |
| Financial Reporting Manag | IP14 - Where-Used List by Strategy | 1     |
| Financial Reporting Offic | IP14 - Where-Used List by Strategy | 1     |
| Financial Reporting Senio | IP14 - Where-Used List by Strategy | 1     |
| Internal Auditor          | IP14 - Where-Used List by Strategy | 1     |
| Mech & Elect Superintende | IP14 - Where-Used List by Strategy | 1     |
| Mech. P & C Engineer      | IP14 - Where-Used List by Strategy | 1     |
| Mechanical Supervisor     | IP14 - Where-Used List by Strategy | 1     |
| P&C Superintendent        | IP14 - Where-Used List by Strategy | 1     |
| Plant Maintenance Officer | IP14 - Where-Used List by Strategy | 1     |
| SAP Support               | IP14 - Where-Used List by Strategy | 1     |
| Asset Officer             | IP15 - Change Maintenance Plan     | 1     |
| Building & General Asset  | IP15 - Change Maintenance Plan     | 1     |
| Elect. P & C Engineer     | IP15 - Change Maintenance Plan     | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Electrical Supervisor     | IP15 - Change Maintenance Plan  | 1     |
| Mech & Elect Superintende | IP15 - Change Maintenance Plan  | 1     |
| Mech. P & C Engineer      | IP15 - Change Maintenance Plan  | 1     |
| Mechanical Supervisor     | IP15 - Change Maintenance Plan  | 1     |
| P&C Superintendent        | IP15 - Change Maintenance Plan  | 1     |
| Plant Maintenance Officer | IP15 - Change Maintenance Plan  | 1     |
| Asset Officer             | IP16 - Display Maintenance Plan | 1     |
| Building & General Asset  | IP16 - Display Maintenance Plan | 1     |
| Elect. P & C Engineer     | IP16 - Display Maintenance Plan | 1     |
| Electrical Supervisor     | IP16 - Display Maintenance Plan | 1     |
| Engineering Manager       | IP16 - Display Maintenance Plan | 1     |
| External Auditor          | IP16 - Display Maintenance Plan | 1     |
| Finance Reporting Officer | IP16 - Display Maintenance Plan | 1     |
| Financial Reporting Manag | IP16 - Display Maintenance Plan | 1     |
| Financial Reporting Offic | IP16 - Display Maintenance Plan | 1     |
| Financial Reporting Senio | IP16 - Display Maintenance Plan | 1     |
| Internal Auditor          | IP16 - Display Maintenance Plan | 1     |
| Mech & Elect Superintende | IP16 - Display Maintenance Plan | 1     |
| Mech. P & C Engineer      | IP16 - Display Maintenance Plan | 1     |
| Mechanical Supervisor     | IP16 - Display Maintenance Plan | 1     |
| P&C Superintendent        | IP16 - Display Maintenance Plan | 1     |
| Plant Maintenance Officer | IP16 - Display Maintenance Plan | 1     |
| SAP Support               | IP16 - Display Maintenance Plan | 1     |
| Asset Officer             | IP17 - Change Maintenance Item  | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Building & General Asset  | IP17 - Change Maintenance Item  | 1     |
| Elect. P & C Engineer     | IP17 - Change Maintenance Item  | 1     |
| Electrical Supervisor     | IP17 - Change Maintenance Item  | 1     |
| Mech & Elect Superintende | IP17 - Change Maintenance Item  | 1     |
| Mech. P & C Engineer      | IP17 - Change Maintenance Item  | 1     |
| Mechanical Supervisor     | IP17 - Change Maintenance Item  | 1     |
| P&C Superintendent        | IP17 - Change Maintenance Item  | 1     |
| Plant Maintenance Officer | IP17 - Change Maintenance Item  | 1     |
| Asset Officer             | IP18 - Display Maintenance Item | 1     |
| Building & General Asset  | IP18 - Display Maintenance Item | 1     |
| Elect. P & C Engineer     | IP18 - Display Maintenance Item | 1     |
| Electrical Supervisor     | IP18 - Display Maintenance Item | 1     |
| Engineering Manager       | IP18 - Display Maintenance Item | 1     |
| External Auditor          | IP18 - Display Maintenance Item | 1     |
| Finance Reporting Officer | IP18 - Display Maintenance Item | 1     |
| Financial Reporting Manag | IP18 - Display Maintenance Item | 1     |
| Financial Reporting Offic | IP18 - Display Maintenance Item | 1     |
| Financial Reporting Senio | IP18 - Display Maintenance Item | 1     |
| Internal Auditor          | IP18 - Display Maintenance Item | 1     |
| Mech & Elect Superintende | IP18 - Display Maintenance Item | 1     |
| Mech. P & C Engineer      | IP18 - Display Maintenance Item | 1     |
| Mechanical Supervisor     | IP18 - Display Maintenance Item | 1     |
| P&C Superintendent        | IP18 - Display Maintenance Item | 1     |
| Plant Maintenance Officer | IP18 - Display Maintenance Item | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| SAP Support               | IP18 - Display Maintenance Item        | 1     |
| Asset Officer             | IP19 - Maintenance scheduling overview | 1     |
| Building & General Asset  | IP19 - Maintenance scheduling overview | 1     |
| Elect. P & C Engineer     | IP19 - Maintenance scheduling overview | 1     |
| Electrical Supervisor     | IP19 - Maintenance scheduling overview | 1     |
| Engineering Manager       | IP19 - Maintenance scheduling overview | 1     |
| External Auditor          | IP19 - Maintenance scheduling overview | 1     |
| Finance Reporting Officer | IP19 - Maintenance scheduling overview | 1     |
| Financial Reporting Manag | IP19 - Maintenance scheduling overview | 1     |
| Financial Reporting Offic | IP19 - Maintenance scheduling overview | 1     |
| Financial Reporting Senio | IP19 - Maintenance scheduling overview | 1     |
| Internal Auditor          | IP19 - Maintenance scheduling overview | 1     |
| Mech & Elect Superintende | IP19 - Maintenance scheduling overview | 1     |
| Mech. P & C Engineer      | IP19 - Maintenance scheduling overview | 1     |
| Mechanical Supervisor     | IP19 - Maintenance scheduling overview | 1     |
| P&C Superintendent        | IP19 - Maintenance scheduling overview | 1     |
| Plant Maintenance Officer | IP19 - Maintenance scheduling overview | 1     |
| SAP Support               | IP19 - Maintenance scheduling overview | 1     |
| Asset Officer             | IP24 - Scheduling overview list form   | 1     |
| Building & General Asset  | IP24 - Scheduling overview list form   | 1     |
| Elect. P & C Engineer     | IP24 - Scheduling overview list form   | 1     |
| Electrical Supervisor     | IP24 - Scheduling overview list form   | 1     |
| Engineering Manager       | IP24 - Scheduling overview list form   | 1     |
| External Auditor          | IP24 - Scheduling overview list form   | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | IP24 - Scheduling overview list form      | 1     |
| Financial Reporting Manag | IP24 - Scheduling overview list form      | 1     |
| Financial Reporting Offic | IP24 - Scheduling overview list form      | 1     |
| Financial Reporting Senio | IP24 - Scheduling overview list form      | 1     |
| Internal Auditor          | IP24 - Scheduling overview list form      | 1     |
| Mech & Elect Superintende | IP24 - Scheduling overview list form      | 1     |
| Mech. P & C Engineer      | IP24 - Scheduling overview list form      | 1     |
| Mechanical Supervisor     | IP24 - Scheduling overview list form      | 1     |
| P&C Superintendent        | IP24 - Scheduling overview list form      | 1     |
| Plant Maintenance Officer | IP24 - Scheduling overview list form      | 1     |
| SAP Support               | IP24 - Scheduling overview list form      | 1     |
| Asset Officer             | IP25 - Set deletion flag for maint. plans | 1     |
| Building & General Asset  | IP25 - Set deletion flag for maint. plans | 1     |
| Elect. P & C Engineer     | IP25 - Set deletion flag for maint. plans | 1     |
| Electrical Supervisor     | IP25 - Set deletion flag for maint. plans | 1     |
| Mech & Elect Superintende | IP25 - Set deletion flag for maint. plans | 1     |
| Mech. P & C Engineer      | IP25 - Set deletion flag for maint. plans | 1     |
| Mechanical Supervisor     | IP25 - Set deletion flag for maint. plans | 1     |
| P&C Superintendent        | IP25 - Set deletion flag for maint. plans | 1     |
| Plant Maintenance Officer | IP25 - Set deletion flag for maint. plans | 1     |
| Asset Officer             | IP30 - MaintSchedule Date Monitoring      | 1     |
| Building & General Asset  | IP30 - MaintSchedule Date Monitoring      | 1     |
| Elect. P & C Engineer     | IP30 - MaintSchedule Date Monitoring      | 1     |
| Electrical Supervisor     | IP30 - MaintSchedule Date Monitoring      | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| External Auditor          | IP30 - MaintSchedule Date Monitoring           | 1     |
| Finance Reporting Officer | IP30 - MaintSchedule Date Monitoring           | 1     |
| Financial Reporting Manag | IP30 - MaintSchedule Date Monitoring           | 1     |
| Financial Reporting Offic | IP30 - MaintSchedule Date Monitoring           | 1     |
| Financial Reporting Senio | IP30 - MaintSchedule Date Monitoring           | 1     |
| Internal Auditor          | IP30 - MaintSchedule Date Monitoring           | 1     |
| Mech & Elect Superintende | IP30 - MaintSchedule Date Monitoring           | 1     |
| Mech. P & C Engineer      | IP30 - MaintSchedule Date Monitoring           | 1     |
| Mechanical Supervisor     | IP30 - MaintSchedule Date Monitoring           | 1     |
| P&C Superintendent        | IP30 - MaintSchedule Date Monitoring           | 1     |
| Plant Maintenance Officer | IP30 - MaintSchedule Date Monitoring           | 1     |
| SAP Support               | IP30 - MaintSchedule Date Monitoring           | 1     |
| Asset Officer             | IP31 - Maintenance Plan Cost Display           | 1     |
| Building & General Asset  | IP31 - Maintenance Plan Cost Display           | 1     |
| Elect. P & C Engineer     | IP31 - Maintenance Plan Cost Display           | 1     |
| Electrical Supervisor     | IP31 - Maintenance Plan Cost Display           | 1     |
| Mech & Elect Superintende | IP31 - Maintenance Plan Cost Display           | 1     |
| Mech. P & C Engineer      | IP31 - Maintenance Plan Cost Display           | 1     |
| Mechanical Supervisor     | IP31 - Maintenance Plan Cost Display           | 1     |
| P&C Superintendent        | IP31 - Maintenance Plan Cost Display           | 1     |
| Plant Maintenance Officer | IP31 - Maintenance Plan Cost Display           | 1     |
| Asset Officer             | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Building & General Asset  | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Elect. P & C Engineer     | IP62 - Material Where-Used List: Task<br>Lists | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Electrical Supervisor     | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Engineering Manager       | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| External Auditor          | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Finance Reporting Officer | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Financial Reporting Manag | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Financial Reporting Offic | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Financial Reporting Senio | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Internal Auditor          | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Mech & Elect Superintende | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Mech. P & C Engineer      | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Mechanical Supervisor     | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| P&C Superintendent        | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Plant Maintenance Officer | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| SAP Support               | IP62 - Material Where-Used List: Task<br>Lists | 1     |
| Asset Officer             | IPM2 - Change Permit                           | 1     |
| Building & General Asset  | IPM2 - Change Permit                           | 1     |
| Elect. P & C Engineer     | IPM2 - Change Permit                           | 1     |
| Mech & Elect Superintende | IPM2 - Change Permit                           | 1     |
| Mech. P & C Engineer      | IPM2 - Change Permit                           | 1     |
| P&C Superintendent        | IPM2 - Change Permit                           | 1     |
| Asset Officer             | IPM3 - Display Permit                          | 1     |
| Building & General Asset  | IPM3 - Display Permit                          | 1     |
| Elect. P & C Engineer     | IPM3 - Display Permit                          | 1     |
| Electrical Supervisor     | IPM3 - Display Permit                          | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Engineering Manager       | IPM3 - Display Permit                 | 1     |
| Mech & Elect Superintende | IPM3 - Display Permit                 | 1     |
| Mech. P & C Engineer      | IPM3 - Display Permit                 | 1     |
| Mechanical Supervisor     | IPM3 - Display Permit                 | 1     |
| P&C Superintendent        | IPM3 - Display Permit                 | 1     |
| Plant Maintenance Officer | IPM3 - Display Permit                 | 1     |
| Asset Officer             | IPMD - Maintain/Display Permits       | 1     |
| Building & General Asset  | IPMD - Maintain/Display Permits       | 1     |
| Mech & Elect Superintende | IPMD - Maintain/Display Permits       | 1     |
| P&C Superintendent        | IPMD - Maintain/Display Permits       | 1     |
| Asset Officer             | IQ01 - Create Material Serial Number  | 1     |
| Building & General Asset  | IQ01 - Create Material Serial Number  | 1     |
| Mech & Elect Superintende | IQ01 - Create Material Serial Number  | 1     |
| P&C Superintendent        | IQ01 - Create Material Serial Number  | 1     |
| Asset Officer             | IQ02 - Change Material Serial Number  | 1     |
| Building & General Asset  | IQ02 - Change Material Serial Number  | 1     |
| Mech & Elect Superintende | IQ02 - Change Material Serial Number  | 1     |
| P&C Superintendent        | IQ02 - Change Material Serial Number  | 1     |
| Asset Officer             | IQ03 - Display Material Serial Number | 1     |
| Building & General Asset  | IQ03 - Display Material Serial Number | 1     |
| External Auditor          | IQ03 - Display Material Serial Number | 1     |
| Finance Reporting Officer | IQ03 - Display Material Serial Number | 1     |
| Financial Reporting Manag | IQ03 - Display Material Serial Number | 1     |
| Financial Reporting Offic | IQ03 - Display Material Serial Number | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Financial Reporting Senio | IQ03 - Display Material Serial Number | 1     |
| Internal Auditor          | IQ03 - Display Material Serial Number | 1     |
| Mech & Elect Superintende | IQ03 - Display Material Serial Number | 1     |
| P&C Superintendent        | IQ03 - Display Material Serial Number | 1     |
| SAP Support               | IQ03 - Display Material Serial Number | 1     |
| Asset Officer             | IQ04 - Create Material Serial Number  | 1     |
| Building & General Asset  | IQ04 - Create Material Serial Number  | 1     |
| Mech & Elect Superintende | IQ04 - Create Material Serial Number  | 1     |
| P&C Superintendent        | IQ04 - Create Material Serial Number  | 1     |
| Asset Officer             | IQ08 - Change Material Serial Number  | 1     |
| Building & General Asset  | IQ08 - Change Material Serial Number  | 1     |
| Mech & Elect Superintende | IQ08 - Change Material Serial Number  | 1     |
| P&C Superintendent        | IQ08 - Change Material Serial Number  | 1     |
| Asset Officer             | IQ09 - Display Material Serial Number | 1     |
| Building & General Asset  | IQ09 - Display Material Serial Number | 1     |
| External Auditor          | IQ09 - Display Material Serial Number | 1     |
| Finance Reporting Officer | IQ09 - Display Material Serial Number | 1     |
| Financial Reporting Manag | IQ09 - Display Material Serial Number | 1     |
| Financial Reporting Offic | IQ09 - Display Material Serial Number | 1     |
| Financial Reporting Senio | IQ09 - Display Material Serial Number | 1     |
| Internal Auditor          | IQ09 - Display Material Serial Number | 1     |
| Mech & Elect Superintende | IQ09 - Display Material Serial Number | 1     |
| P&C Superintendent        | IQ09 - Display Material Serial Number | 1     |
| SAP Support               | IQ09 - Display Material Serial Number | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Accounting Officer              | IQS1 - Create Notification - Extended View | 1     |
| Administration Staff            | IQS1 - Create Notification - Extended View | 1     |
| Asset Officer                   | IQS1 - Create Notification - Extended View | 1     |
| Bank Rels. Officer & Cash       | IQS1 - Create Notification - Extended View | 1     |
| Building & General Asset        | IQS1 - Create Notification - Extended View | 1     |
| Cash Management Administration  | IQS1 - Create Notification - Extended View | 1     |
| Claim & Compensation Admi       | IQS1 - Create Notification - Extended View | 1     |
| ComDev Admin & Logistic         | IQS1 - Create Notification - Extended View | 1     |
| Commuication & Relation Officer | IQS1 - Create Notification - Extended View | 1     |
| Community Rel Admin Suppo       | IQS1 - Create Notification - Extended View | 1     |
| Corporate Affairs Officer       | IQS1 - Create Notification - Extended View | 1     |
| Crewing Officer                 | IQS1 - Create Notification - Extended View | 1     |
| Default position                | IQS1 - Create Notification - Extended View | 1     |
| Elect. P & C Engineer           | IQS1 - Create Notification - Extended View | 1     |
| Electrical Supervisor           | IQS1 - Create Notification - Extended View | 1     |
| Engineering Manager             | IQS1 - Create Notification - Extended View | 1     |
| ER & LM Admin Officer           | IQS1 - Create Notification - Extended View | 1     |
| Executive Secretary             | IQS1 - Create Notification - Extended View | 1     |
| Finance Admin                   | IQS1 - Create Notification - Extended View | 1     |
| Finance Analyst                 | IQS1 - Create Notification - Extended View | 1     |
| Finance Reporting Officer       | IQS1 - Create Notification - Extended View | 1     |
| Financial Reporting Offic       | IQS1 - Create Notification - Extended View | 1     |
| Financial Reporting Senio       | IQS1 - Create Notification - Extended View | 1     |
| GA Officer                      | IQS1 - Create Notification - Extended View | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| GA Supervisor             | IQS1 - Create Notification - Extended View | 1     |
| Geology & Exploration Sup | IQS1 - Create Notification - Extended View | 1     |
| HSE General Admin         | IQS1 - Create Notification - Extended View | 1     |
| Infrastructure Dev. Plan  | IQS1 - Create Notification - Extended View | 1     |
| Internal Audit            | IQS1 - Create Notification - Extended View | 1     |
| Lati Port Supervisor      | IQS1 - Create Notification - Extended View | 1     |
| Legal & Compliance Admin  | IQS1 - Create Notification - Extended View | 1     |
| Legal Officer             | IQS1 - Create Notification - Extended View | 1     |
| Marine Support Officer    | IQS1 - Create Notification - Extended View | 1     |
| Marketing & Transp. Admin | IQS1 - Create Notification - Extended View | 1     |
| Mech & Elect Superintende | IQS1 - Create Notification - Extended View | 1     |
| Mech. P & C Engineer      | IQS1 - Create Notification - Extended View | 1     |
| Mechanical Supervisor     | IQS1 - Create Notification - Extended View | 1     |
| P&C Superintendent        | IQS1 - Create Notification - Extended View | 1     |
| Payment & Bank Reconsile  | IQS1 - Create Notification - Extended View | 1     |
| Payroll Admin             | IQS1 - Create Notification - Extended View | 1     |
| Planning & Design Eng.    | IQS1 - Create Notification - Extended View | 1     |
| Plant Maintenance Officer | IQS1 - Create Notification - Extended View | 1     |
| Port Engineer             | IQS1 - Create Notification - Extended View | 1     |
| PQDC Officer              | IQS1 - Create Notification - Extended View | 1     |
| Procurement Officer       | IQS1 - Create Notification - Extended View | 1     |
| Procurement Staff         | IQS1 - Create Notification - Extended View | 1     |
| Project Administration    | IQS1 - Create Notification - Extended View | 1     |
| Project Officer           | IQS1 - Create Notification - Extended View | 1     |

| HR Position                   | Code Matrix                                | Count |
|-------------------------------|--|-------|
| Purchasing Officer            | IQS1 - Create Notification - Extended View | 1     |
| Sambarata Port Supervisor     | IQS1 - Create Notification - Extended View | 1     |
| Secretary Officer             | IQS1 - Create Notification - Extended View | 1     |
| Shipment Admin Officer        | IQS1 - Create Notification - Extended View | 1     |
| Shipping Admin                | IQS1 - Create Notification - Extended View | 1     |
| Shipping Admin Officer        | IQS1 - Create Notification - Extended View | 1     |
| Shipping Administration Staff | IQS1 - Create Notification - Extended View | 1     |
| Shipping Legal                | IQS1 - Create Notification - Extended View | 1     |
| Suaran Port Supervisor        | IQS1 - Create Notification - Extended View | 1     |
| Supporting Infr. Dev. Sup     | IQS1 - Create Notification - Extended View | 1     |
| Trade Finance Officer         | IQS1 - Create Notification - Extended View | 1     |
| Transhipment Supervisor       | IQS1 - Create Notification - Extended View | 1     |
| Transport Analyst             | IQS1 - Create Notification - Extended View | 1     |
| Travelling & Claim Admin      | IQS1 - Create Notification - Extended View | 1     |
| Treasury Administration       | IQS1 - Create Notification - Extended View | 1     |
| Administration Staff          | IQS12 - Process Task                       | 1     |
| Administration Staff          | IQS13 - Display Task                       | 1     |
| Asset Officer                 | IQS13 - Display Task                       | 1     |
| Building & General Asset      | IQS13 - Display Task                       | 1     |
| Elect. P & C Engineer         | IQS13 - Display Task                       | 1     |
| Electrical Supervisor         | IQS13 - Display Task                       | 1     |
| Engineering Manager           | IQS13 - Display Task                       | 1     |
| Mech & Elect Superintende     | IQS13 - Display Task                       | 1     |
| Mech. P & C Engineer          | IQS13 - Display Task                       | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Mechanical Supervisor           | IQS13 - Display Task                       | 1     |
| P&C Superintendent              | IQS13 - Display Task                       | 1     |
| Plant Maintenance Officer       | IQS13 - Display Task                       | 1     |
| Accounting Officer              | IQS2 - Change Notification - Extended View | 1     |
| Administration Staff            | IQS2 - Change Notification - Extended View | 1     |
| Asset Officer                   | IQS2 - Change Notification - Extended View | 1     |
| Bank Rels. Officer & Cash       | IQS2 - Change Notification - Extended View | 1     |
| Building & General Asset        | IQS2 - Change Notification - Extended View | 1     |
| Cash Management Administration  | IQS2 - Change Notification - Extended View | 1     |
| Claim & Compensation Admi       | IQS2 - Change Notification - Extended View | 1     |
| ComDev Admin & Logistic         | IQS2 - Change Notification - Extended View | 1     |
| Commuication & Relation Officer | IQS2 - Change Notification - Extended View | 1     |
| Community Rel Admin Suppo       | IQS2 - Change Notification - Extended View | 1     |
| Corporate Affairs Officer       | IQS2 - Change Notification - Extended View | 1     |
| Crewing Officer                 | IQS2 - Change Notification - Extended View | 1     |
| Default position                | IQS2 - Change Notification - Extended View | 1     |
| Elect. P & C Engineer           | IQS2 - Change Notification - Extended View | 1     |
| Electrical Supervisor           | IQS2 - Change Notification - Extended View | 1     |
| Engineering Manager             | IQS2 - Change Notification - Extended View | 1     |
| ER & LM Admin Officer           | IQS2 - Change Notification - Extended View | 1     |
| Executive Secretary             | IQS2 - Change Notification - Extended View | 1     |
| Finance Admin                   | IQS2 - Change Notification - Extended View | 1     |
| Finance Analyst                 | IQS2 - Change Notification - Extended View | 1     |
| Finance Reporting Officer       | IQS2 - Change Notification - Extended View | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | IQS2 - Change Notification - Extended View | 1     |
| Financial Reporting Senio | IQS2 - Change Notification - Extended View | 1     |
| GA Officer                | IQS2 - Change Notification - Extended View | 1     |
| GA Supervisor             | IQS2 - Change Notification - Extended View | 1     |
| Geology & Exploration Sup | IQS2 - Change Notification - Extended View | 1     |
| HSE General Admin         | IQS2 - Change Notification - Extended View | 1     |
| Infrastructure Dev. Plan  | IQS2 - Change Notification - Extended View | 1     |
| Internal Audit            | IQS2 - Change Notification - Extended View | 1     |
| Lati Port Supervisor      | IQS2 - Change Notification - Extended View | 1     |
| Legal & Compliance Admin  | IQS2 - Change Notification - Extended View | 1     |
| Legal Officer             | IQS2 - Change Notification - Extended View | 1     |
| Marine Support Officer    | IQS2 - Change Notification - Extended View | 1     |
| Marketing & Transp. Admin | IQS2 - Change Notification - Extended View | 1     |
| Mech & Elect Superintende | IQS2 - Change Notification - Extended View | 1     |
| Mech. P & C Engineer      | IQS2 - Change Notification - Extended View | 1     |
| Mechanical Supervisor     | IQS2 - Change Notification - Extended View | 1     |
| P&C Superintendent        | IQS2 - Change Notification - Extended View | 1     |
| Payment & Bank Reconsile  | IQS2 - Change Notification - Extended View | 1     |
| Payroll Admin             | IQS2 - Change Notification - Extended View | 1     |
| Planning & Design Eng.    | IQS2 - Change Notification - Extended View | 1     |
| Plant Maintenance Officer | IQS2 - Change Notification - Extended View | 1     |
| Port Engineer             | IQS2 - Change Notification - Extended View | 1     |
| PQDC Officer              | IQS2 - Change Notification - Extended View | 1     |
| Procurement Officer       | IQS2 - Change Notification - Extended View | 1     |

| HR Position                   | Code Matrix                                 | Count |
|-------------------------------|---|-------|
| Procurement Staff             | IQS2 - Change Notification - Extended View  | 1     |
| Project Administration        | IQS2 - Change Notification - Extended View  | 1     |
| Project Officer               | IQS2 - Change Notification - Extended View  | 1     |
| Purchasing Officer            | IQS2 - Change Notification - Extended View  | 1     |
| Sambarata Port Supervisor     | IQS2 - Change Notification - Extended View  | 1     |
| SAP Support                   | IQS2 - Change Notification - Extended View  | 1     |
| Secretary Officer             | IQS2 - Change Notification - Extended View  | 1     |
| Shipment Admin Officer        | IQS2 - Change Notification - Extended View  | 1     |
| Shipping Admin                | IQS2 - Change Notification - Extended View  | 1     |
| Shipping Admin Officer        | IQS2 - Change Notification - Extended View  | 1     |
| Shipping Administration Staff | IQS2 - Change Notification - Extended View  | 1     |
| Shipping Legal                | IQS2 - Change Notification - Extended View  | 1     |
| Suaran Port Supervisor        | IQS2 - Change Notification - Extended View  | 1     |
| Supporting Infr. Dev. Sup     | IQS2 - Change Notification - Extended View  | 1     |
| Trade Finance Officer         | IQS2 - Change Notification - Extended View  | 1     |
| Transhipment Supervisor       | IQS2 - Change Notification - Extended View  | 1     |
| Transport Analyst             | IQS2 - Change Notification - Extended View  | 1     |
| Travelling & Claim Admin      | IQS2 - Change Notification - Extended View  | 1     |
| Treasury Administration       | IQS2 - Change Notification - Extended View  | 1     |
| Accounting Officer            | IQS3 - Display Notification - Extended View | 1     |
| Administration Staff          | IQS3 - Display Notification - Extended View | 1     |
| Asset Officer                 | IQS3 - Display Notification - Extended View | 1     |
| Bank Rels. Officer & Cash     | IQS3 - Display Notification - Extended View | 1     |
| Building & General Asset      | IQS3 - Display Notification - Extended View | 1     |

| HR Position                     | Code Matrix                                 | Count |
|---------------------------------|---|-------|
| Cash Management Administration  | IQS3 - Display Notification - Extended View | 1     |
| Claim & Compensation Admi       | IQS3 - Display Notification - Extended View | 1     |
| ComDev Admin & Logistic         | IQS3 - Display Notification - Extended View | 1     |
| Commuication & Relation Officer | IQS3 - Display Notification - Extended View | 1     |
| Community Rel Admin Suppo       | IQS3 - Display Notification - Extended View | 1     |
| Corporate Affairs Officer       | IQS3 - Display Notification - Extended View | 1     |
| Crewing Officer                 | IQS3 - Display Notification - Extended View | 1     |
| Default position                | IQS3 - Display Notification - Extended View | 1     |
| Elect. P & C Engineer           | IQS3 - Display Notification - Extended View | 1     |
| Electrical Supervisor           | IQS3 - Display Notification - Extended View | 1     |
| Engineering Manager             | IQS3 - Display Notification - Extended View | 1     |
| ER & LM Admin Officer           | IQS3 - Display Notification - Extended View | 1     |
| Executive Secretary             | IQS3 - Display Notification - Extended View | 1     |
| External Auditor                | IQS3 - Display Notification - Extended View | 1     |
| Finance Admin                   | IQS3 - Display Notification - Extended View | 1     |
| Finance Analyst                 | IQS3 - Display Notification - Extended View | 1     |
| Finance Reporting Officer       | IQS3 - Display Notification - Extended View | 1     |
| Financial Reporting Manag       | IQS3 - Display Notification - Extended View | 1     |
| Financial Reporting Offic       | IQS3 - Display Notification - Extended View | 1     |
| Financial Reporting Senio       | IQS3 - Display Notification - Extended View | 1     |
| GA Officer                      | IQS3 - Display Notification - Extended View | 1     |
| GA Supervisor                   | IQS3 - Display Notification - Extended View | 1     |
| Geology & Exploration Sup       | IQS3 - Display Notification - Extended View | 1     |
| HSE General Admin               | IQS3 - Display Notification - Extended View | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Infrastructure Dev. Plan  | IQS3 - Display Notification - Extended View | 1     |
| Internal Audit            | IQS3 - Display Notification - Extended View | 1     |
| Internal Auditor          | IQS3 - Display Notification - Extended View | 1     |
| Lati Port Supervisor      | IQS3 - Display Notification - Extended View | 1     |
| Legal & Compliance Admin  | IQS3 - Display Notification - Extended View | 1     |
| Legal Officer             | IQS3 - Display Notification - Extended View | 1     |
| Marine Support Officer    | IQS3 - Display Notification - Extended View | 1     |
| Marketing & Transp. Admin | IQS3 - Display Notification - Extended View | 1     |
| Mech & Elect Superintende | IQS3 - Display Notification - Extended View | 1     |
| Mech. P & C Engineer      | IQS3 - Display Notification - Extended View | 1     |
| Mechanical Supervisor     | IQS3 - Display Notification - Extended View | 1     |
| P&C Superintendent        | IQS3 - Display Notification - Extended View | 1     |
| Payment & Bank Reconsile  | IQS3 - Display Notification - Extended View | 1     |
| Payroll Admin             | IQS3 - Display Notification - Extended View | 1     |
| Planning & Design Eng.    | IQS3 - Display Notification - Extended View | 1     |
| Plant Maintenance Officer | IQS3 - Display Notification - Extended View | 1     |
| Port Engineer             | IQS3 - Display Notification - Extended View | 1     |
| PQDC Officer              | IQS3 - Display Notification - Extended View | 1     |
| Procurement Officer       | IQS3 - Display Notification - Extended View | 1     |
| Procurement Staff         | IQS3 - Display Notification - Extended View | 1     |
| Project Administration    | IQS3 - Display Notification - Extended View | 1     |
| Project Officer           | IQS3 - Display Notification - Extended View | 1     |
| Purchasing Officer        | IQS3 - Display Notification - Extended View | 1     |
| Sambarata Port Supervisor | IQS3 - Display Notification - Extended View | 1     |

| HR Position                     | Code Matrix                                 | Count |
|---------------------------------|---|-------|
| SAP Support                     | IQS3 - Display Notification - Extended View | 1     |
| Secretary Officer               | IQS3 - Display Notification - Extended View | 1     |
| Shipment Admin Officer          | IQS3 - Display Notification - Extended View | 1     |
| Shipping Admin                  | IQS3 - Display Notification - Extended View | 1     |
| Shipping Admin Officer          | IQS3 - Display Notification - Extended View | 1     |
| Shipping Administration Staff   | IQS3 - Display Notification - Extended View | 1     |
| Shipping Legal                  | IQS3 - Display Notification - Extended View | 1     |
| Suaran Port Supervisor          | IQS3 - Display Notification - Extended View | 1     |
| Supporting Infr. Dev. Sup       | IQS3 - Display Notification - Extended View | 1     |
| Trade Finance Officer           | IQS3 - Display Notification - Extended View | 1     |
| Transhipment Supervisor         | IQS3 - Display Notification - Extended View | 1     |
| Transport Analyst               | IQS3 - Display Notification - Extended View | 1     |
| Travelling & Claim Admin        | IQS3 - Display Notification - Extended View | 1     |
| Treasury Administration         | IQS3 - Display Notification - Extended View | 1     |
| Accounting Officer              | IQS8 - Worklist: Notifications (General)    | 1     |
| Administration Staff            | IQS8 - Worklist: Notifications (General)    | 1     |
| Asset Officer                   | IQS8 - Worklist: Notifications (General)    | 1     |
| Bank Rels. Officer & Cash       | IQS8 - Worklist: Notifications (General)    | 1     |
| Building & General Asset        | IQS8 - Worklist: Notifications (General)    | 1     |
| Cash Management Administration  | IQS8 - Worklist: Notifications (General)    | 1     |
| Claim & Compensation Admi       | IQS8 - Worklist: Notifications (General)    | 1     |
| ComDev Admin & Logistic         | IQS8 - Worklist: Notifications (General)    | 1     |
| Commuication & Relation Officer | IQS8 - Worklist: Notifications (General)    | 1     |
| Community Rel Admin Suppo       | IQS8 - Worklist: Notifications (General)    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Corporate Affairs Officer | IQS8 - Worklist: Notifications (General) | 1     |
| Crewing Officer           | IQS8 - Worklist: Notifications (General) | 1     |
| Default position          | IQS8 - Worklist: Notifications (General) | 1     |
| Elect. P & C Engineer     | IQS8 - Worklist: Notifications (General) | 1     |
| Electrical Supervisor     | IQS8 - Worklist: Notifications (General) | 1     |
| Engineering Manager       | IQS8 - Worklist: Notifications (General) | 1     |
| ER & LM Admin Officer     | IQS8 - Worklist: Notifications (General) | 1     |
| Executive Secretary       | IQS8 - Worklist: Notifications (General) | 1     |
| Finance Admin             | IQS8 - Worklist: Notifications (General) | 1     |
| Finance Analyst           | IQS8 - Worklist: Notifications (General) | 1     |
| Finance Reporting Officer | IQS8 - Worklist: Notifications (General) | 1     |
| Financial Reporting Offic | IQS8 - Worklist: Notifications (General) | 1     |
| Financial Reporting Senio | IQS8 - Worklist: Notifications (General) | 1     |
| GA Officer                | IQS8 - Worklist: Notifications (General) | 1     |
| GA Supervisor             | IQS8 - Worklist: Notifications (General) | 1     |
| Geology & Exploration Sup | IQS8 - Worklist: Notifications (General) | 1     |
| HSE General Admin         | IQS8 - Worklist: Notifications (General) | 1     |
| Infrastructure Dev. Plan  | IQS8 - Worklist: Notifications (General) | 1     |
| Internal Audit            | IQS8 - Worklist: Notifications (General) | 1     |
| Lati Port Supervisor      | IQS8 - Worklist: Notifications (General) | 1     |
| Legal & Compliance Admin  | IQS8 - Worklist: Notifications (General) | 1     |
| Legal Officer             | IQS8 - Worklist: Notifications (General) | 1     |
| Marine Support Officer    | IQS8 - Worklist: Notifications (General) | 1     |
| Marketing & Transp. Admin | IQS8 - Worklist: Notifications (General) | 1     |

| HR Position                   | Code Matrix                              | Count |
|-------------------------------|--|-------|
| Mech & Elect Superintende     | IQS8 - Worklist: Notifications (General) | 1     |
| Mech. P & C Engineer          | IQS8 - Worklist: Notifications (General) | 1     |
| Mechanical Supervisor         | IQS8 - Worklist: Notifications (General) | 1     |
| P&C Superintendent            | IQS8 - Worklist: Notifications (General) | 1     |
| Payment & Bank Reconsile      | IQS8 - Worklist: Notifications (General) | 1     |
| Payroll Admin                 | IQS8 - Worklist: Notifications (General) | 1     |
| Planning & Design Eng.        | IQS8 - Worklist: Notifications (General) | 1     |
| Plant Maintenance Officer     | IQS8 - Worklist: Notifications (General) | 1     |
| Port Engineer                 | IQS8 - Worklist: Notifications (General) | 1     |
| PQDC Officer                  | IQS8 - Worklist: Notifications (General) | 1     |
| Procurement Officer           | IQS8 - Worklist: Notifications (General) | 1     |
| Procurement Staff             | IQS8 - Worklist: Notifications (General) | 1     |
| Project Administration        | IQS8 - Worklist: Notifications (General) | 1     |
| Project Officer               | IQS8 - Worklist: Notifications (General) | 1     |
| Purchasing Officer            | IQS8 - Worklist: Notifications (General) | 1     |
| Sambarata Port Supervisor     | IQS8 - Worklist: Notifications (General) | 1     |
| Secretary Officer             | IQS8 - Worklist: Notifications (General) | 1     |
| Shipment Admin Officer        | IQS8 - Worklist: Notifications (General) | 1     |
| Shipping Admin                | IQS8 - Worklist: Notifications (General) | 1     |
| Shipping Admin Officer        | IQS8 - Worklist: Notifications (General) | 1     |
| Shipping Administration Staff | IQS8 - Worklist: Notifications (General) | 1     |
| Shipping Legal                | IQS8 - Worklist: Notifications (General) | 1     |
| Suaran Port Supervisor        | IQS8 - Worklist: Notifications (General) | 1     |
| Supporting Infr. Dev. Sup     | IQS8 - Worklist: Notifications (General) | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Trade Finance Officer     | IQS8 - Worklist: Notifications (General) | 1     |
| Transhipment Supervisor   | IQS8 - Worklist: Notifications (General) | 1     |
| Transport Analyst         | IQS8 - Worklist: Notifications (General) | 1     |
| Travelling & Claim Admin  | IQS8 - Worklist: Notifications (General) | 1     |
| Treasury Administration   | IQS8 - Worklist: Notifications (General) | 1     |
| Administration Staff      | IQS9 - Worklist: Tasks (General)         | 1     |
| Asset Officer             | IQS9 - Worklist: Tasks (General)         | 1     |
| Building & General Asset  | IQS9 - Worklist: Tasks (General)         | 1     |
| Elect. P & C Engineer     | IQS9 - Worklist: Tasks (General)         | 1     |
| Electrical Supervisor     | IQS9 - Worklist: Tasks (General)         | 1     |
| Engineering Manager       | IQS9 - Worklist: Tasks (General)         | 1     |
| Mech & Elect Superintende | IQS9 - Worklist: Tasks (General)         | 1     |
| Mech. P & C Engineer      | IQS9 - Worklist: Tasks (General)         | 1     |
| Mechanical Supervisor     | IQS9 - Worklist: Tasks (General)         | 1     |
| P&C Superintendent        | IQS9 - Worklist: Tasks (General)         | 1     |
| Plant Maintenance Officer | IQS9 - Worklist: Tasks (General)         | 1     |
| Asset Officer             | IR01 - Create Work Center                | 1     |
| Building & General Asset  | IR01 - Create Work Center                | 1     |
| Mech & Elect Superintende | IR01 - Create Work Center                | 1     |
| P&C Superintendent        | IR01 - Create Work Center                | 1     |
| Asset Officer             | IR02 - Change Work Center                | 1     |
| Building & General Asset  | IR02 - Change Work Center                | 1     |
| Mech & Elect Superintende | IR02 - Change Work Center                | 1     |
| P&C Superintendent        | IR02 - Change Work Center                | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Asset Officer             | IR03 - Display Work Center              | 1     |
| Building & General Asset  | IR03 - Display Work Center              | 1     |
| Elect. P & C Engineer     | IR03 - Display Work Center              | 1     |
| Electrical Supervisor     | IR03 - Display Work Center              | 1     |
| Engineering Manager       | IR03 - Display Work Center              | 1     |
| External Auditor          | IR03 - Display Work Center              | 1     |
| Finance Reporting Officer | IR03 - Display Work Center              | 1     |
| Financial Reporting Manag | IR03 - Display Work Center              | 1     |
| Financial Reporting Offic | IR03 - Display Work Center              | 1     |
| Financial Reporting Senio | IR03 - Display Work Center              | 1     |
| Internal Auditor          | IR03 - Display Work Center              | 1     |
| Mech & Elect Superintende | IR03 - Display Work Center              | 1     |
| Mech. P & C Engineer      | IR03 - Display Work Center              | 1     |
| Mechanical Supervisor     | IR03 - Display Work Center              | 1     |
| P&C Superintendent        | IR03 - Display Work Center              | 1     |
| Plant Maintenance Officer | IR03 - Display Work Center              | 1     |
| SAP Support               | IR03 - Display Work Center              | 1     |
| Asset Officer             | IW13 - Material Where-used List         | 1     |
| Building & General Asset  | IW13 - Material Where-used List         | 1     |
| Elect. P & C Engineer     | IW13 - Material Where-used List         | 1     |
| Mech. P & C Engineer      | IW13 - Material Where-used List         | 1     |
| Asset Officer             | IW21 - Create PM Notification - General | 1     |
| Building & General Asset  | IW21 - Create PM Notification - General | 1     |
| Elect. P & C Engineer     | IW21 - Create PM Notification - General | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Electrical Supervisor     | IW21 - Create PM Notification - General | 1     |
| Engineering Manager       | IW21 - Create PM Notification - General | 1     |
| Mech & Elect Superintende | IW21 - Create PM Notification - General | 1     |
| Mech. P & C Engineer      | IW21 - Create PM Notification - General | 1     |
| Mechanical Supervisor     | IW21 - Create PM Notification - General | 1     |
| P&C Superintendent        | IW21 - Create PM Notification - General | 1     |
| Plant Maintenance Officer | IW21 - Create PM Notification - General | 1     |
| Asset Officer             | IW22 - Change PM Notification           | 1     |
| Building & General Asset  | IW22 - Change PM Notification           | 1     |
| Elect. P & C Engineer     | IW22 - Change PM Notification           | 1     |
| Electrical Supervisor     | IW22 - Change PM Notification           | 1     |
| Engineering Manager       | IW22 - Change PM Notification           | 1     |
| Mech & Elect Superintende | IW22 - Change PM Notification           | 1     |
| Mech. P & C Engineer      | IW22 - Change PM Notification           | 1     |
| Mechanical Supervisor     | IW22 - Change PM Notification           | 1     |
| P&C Superintendent        | IW22 - Change PM Notification           | 1     |
| Plant Maintenance Officer | IW22 - Change PM Notification           | 1     |
| Asset Officer             | IW23 - Display PM Notification          | 1     |
| Building & General Asset  | IW23 - Display PM Notification          | 1     |
| Elect. P & C Engineer     | IW23 - Display PM Notification          | 1     |
| Electrical Supervisor     | IW23 - Display PM Notification          | 1     |
| Engineering Manager       | IW23 - Display PM Notification          | 1     |
| External Auditor          | IW23 - Display PM Notification          | 1     |
| Finance Reporting Officer | IW23 - Display PM Notification          | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Manag | IW23 - Display PM Notification      | 1     |
| Financial Reporting Offic | IW23 - Display PM Notification      | 1     |
| Financial Reporting Senio | IW23 - Display PM Notification      | 1     |
| Internal Auditor          | IW23 - Display PM Notification      | 1     |
| Mech & Elect Superintende | IW23 - Display PM Notification      | 1     |
| Mech. P & C Engineer      | IW23 - Display PM Notification      | 1     |
| Mechanical Supervisor     | IW23 - Display PM Notification      | 1     |
| P&C Superintendent        | IW23 - Display PM Notification      | 1     |
| Plant Maintenance Officer | IW23 - Display PM Notification      | 1     |
| SAP Support               | IW23 - Display PM Notification      | 1     |
| Asset Officer             | IW24 - Create PM Malfunction Report | 1     |
| Building & General Asset  | IW24 - Create PM Malfunction Report | 1     |
| Elect. P & C Engineer     | IW24 - Create PM Malfunction Report | 1     |
| Electrical Supervisor     | IW24 - Create PM Malfunction Report | 1     |
| Engineering Manager       | IW24 - Create PM Malfunction Report | 1     |
| Mech & Elect Superintende | IW24 - Create PM Malfunction Report | 1     |
| Mech. P & C Engineer      | IW24 - Create PM Malfunction Report | 1     |
| Mechanical Supervisor     | IW24 - Create PM Malfunction Report | 1     |
| P&C Superintendent        | IW24 - Create PM Malfunction Report | 1     |
| Plant Maintenance Officer | IW24 - Create PM Malfunction Report | 1     |
| Asset Officer             | IW25 - Create PM Activity Report    | 1     |
| Building & General Asset  | IW25 - Create PM Activity Report    | 1     |
| Elect. P & C Engineer     | IW25 - Create PM Activity Report    | 1     |
| Electrical Supervisor     | IW25 - Create PM Activity Report    | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Engineering Manager       | IW25 - Create PM Activity Report  | 1     |
| Mech & Elect Superintende | IW25 - Create PM Activity Report  | 1     |
| Mech. P & C Engineer      | IW25 - Create PM Activity Report  | 1     |
| Mechanical Supervisor     | IW25 - Create PM Activity Report  | 1     |
| P&C Superintendent        | IW25 - Create PM Activity Report  | 1     |
| Plant Maintenance Officer | IW25 - Create PM Activity Report  | 1     |
| Asset Officer             | IW26 - Create Maintenance Request | 1     |
| Building & General Asset  | IW26 - Create Maintenance Request | 1     |
| Elect. P & C Engineer     | IW26 - Create Maintenance Request | 1     |
| Electrical Supervisor     | IW26 - Create Maintenance Request | 1     |
| Engineering Manager       | IW26 - Create Maintenance Request | 1     |
| Mech & Elect Superintende | IW26 - Create Maintenance Request | 1     |
| Mech. P & C Engineer      | IW26 - Create Maintenance Request | 1     |
| Mechanical Supervisor     | IW26 - Create Maintenance Request | 1     |
| P&C Superintendent        | IW26 - Create Maintenance Request | 1     |
| Plant Maintenance Officer | IW26 - Create Maintenance Request | 1     |
| Asset Officer             | IW28 - Change Notifications       | 1     |
| Building & General Asset  | IW28 - Change Notifications       | 1     |
| Elect. P & C Engineer     | IW28 - Change Notifications       | 1     |
| Electrical Supervisor     | IW28 - Change Notifications       | 1     |
| Engineering Manager       | IW28 - Change Notifications       | 1     |
| Mech & Elect Superintende | IW28 - Change Notifications       | 1     |
| Mech. P & C Engineer      | IW28 - Change Notifications       | 1     |
| Mechanical Supervisor     | IW28 - Change Notifications       | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| P&C Superintendent        | IW28 - Change Notifications            | 1     |
| Plant Maintenance Officer | IW28 - Change Notifications            | 1     |
| Asset Officer             | IW29 - Display Notifications           | 1     |
| Building & General Asset  | IW29 - Display Notifications           | 1     |
| Elect. P & C Engineer     | IW29 - Display Notifications           | 1     |
| Electrical Supervisor     | IW29 - Display Notifications           | 1     |
| Engineering Manager       | IW29 - Display Notifications           | 1     |
| External Auditor          | IW29 - Display Notifications           | 1     |
| Finance Reporting Officer | IW29 - Display Notifications           | 1     |
| Financial Reporting Manag | IW29 - Display Notifications           | 1     |
| Financial Reporting Offic | IW29 - Display Notifications           | 1     |
| Financial Reporting Senio | IW29 - Display Notifications           | 1     |
| Internal Auditor          | IW29 - Display Notifications           | 1     |
| Mech & Elect Superintende | IW29 - Display Notifications           | 1     |
| Mech. P & C Engineer      | IW29 - Display Notifications           | 1     |
| Mechanical Supervisor     | IW29 - Display Notifications           | 1     |
| P&C Superintendent        | IW29 - Display Notifications           | 1     |
| Plant Maintenance Officer | IW29 - Display Notifications           | 1     |
| SAP Support               | IW29 - Display Notifications           | 1     |
| Asset Officer             | IW30 - Notification List (Multi-Level) | 1     |
| Building & General Asset  | IW30 - Notification List (Multi-Level) | 1     |
| Elect. P & C Engineer     | IW30 - Notification List (Multi-Level) | 1     |
| Electrical Supervisor     | IW30 - Notification List (Multi-Level) | 1     |
| Engineering Manager       | IW30 - Notification List (Multi-Level) | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| External Auditor          | IW30 - Notification List (Multi-Level) | 1     |
| Finance Reporting Officer | IW30 - Notification List (Multi-Level) | 1     |
| Financial Reporting Manag | IW30 - Notification List (Multi-Level) | 1     |
| Financial Reporting Offic | IW30 - Notification List (Multi-Level) | 1     |
| Financial Reporting Senio | IW30 - Notification List (Multi-Level) | 1     |
| Internal Auditor          | IW30 - Notification List (Multi-Level) | 1     |
| Mech & Elect Superintende | IW30 - Notification List (Multi-Level) | 1     |
| Mech. P & C Engineer      | IW30 - Notification List (Multi-Level) | 1     |
| Mechanical Supervisor     | IW30 - Notification List (Multi-Level) | 1     |
| P&C Superintendent        | IW30 - Notification List (Multi-Level) | 1     |
| Plant Maintenance Officer | IW30 - Notification List (Multi-Level) | 1     |
| SAP Support               | IW30 - Notification List (Multi-Level) | 1     |
| Asset Officer             | IW31 - Create Order                    | 1     |
| Building & General Asset  | IW31 - Create Order                    | 1     |
| Elect. P & C Engineer     | IW31 - Create Order                    | 1     |
| Electrical Supervisor     | IW31 - Create Order                    | 1     |
| Mech & Elect Superintende | IW31 - Create Order                    | 1     |
| Mech. P & C Engineer      | IW31 - Create Order                    | 1     |
| Mechanical Supervisor     | IW31 - Create Order                    | 1     |
| P&C Superintendent        | IW31 - Create Order                    | 1     |
| Plant Maintenance Officer | IW31 - Create Order                    | 1     |
| Asset Officer             | IW32 - CHANGE ORDER                    | 1     |
| Building & General Asset  | IW32 - CHANGE ORDER                    | 1     |
| Elect. P & C Engineer     | IW32 - CHANGE ORDER                    | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Electrical Supervisor     | IW32 - CHANGE ORDER     | 1     |
| Mech & Elect Superintende | IW32 - CHANGE ORDER     | 1     |
| Mech. P & C Engineer      | IW32 - CHANGE ORDER     | 1     |
| Mechanical Supervisor     | IW32 - CHANGE ORDER     | 1     |
| P&C Superintendent        | IW32 - CHANGE ORDER     | 1     |
| Plant Maintenance Officer | IW32 - CHANGE ORDER     | 1     |
| SAP Support               | IW32 - CHANGE ORDER     | 1     |
| Accounting Officer        | IW33 - Display PM Order | 1     |
| Asset Officer             | IW33 - Display PM Order | 1     |
| Budget & Control Supervis | IW33 - Display PM Order | 1     |
| Budget Officer            | IW33 - Display PM Order | 1     |
| Building & General Asset  | IW33 - Display PM Order | 1     |
| Elect. P & C Engineer     | IW33 - Display PM Order | 1     |
| Electrical Supervisor     | IW33 - Display PM Order | 1     |
| Engineering Manager       | IW33 - Display PM Order | 1     |
| External Auditor          | IW33 - Display PM Order | 1     |
| Finance & Adm General Man | IW33 - Display PM Order | 1     |
| Finance Admin             | IW33 - Display PM Order | 1     |
| Finance Reporting Officer | IW33 - Display PM Order | 1     |
| Financial & Accounting Su | IW33 - Display PM Order | 1     |
| Financial Control Departm | IW33 - Display PM Order | 1     |
| Financial Reporting Manag | IW33 - Display PM Order | 1     |
| Financial Reporting Offic | IW33 - Display PM Order | 1     |
| Financial Reporting Senio | IW33 - Display PM Order | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Super | IW33 - Display PM Order             | 1     |
| Internal Auditor          | IW33 - Display PM Order             | 1     |
| Managerial Reporting Supe | IW33 - Display PM Order             | 1     |
| Mech & Elect Superintende | IW33 - Display PM Order             | 1     |
| Mech. P & C Engineer      | IW33 - Display PM Order             | 1     |
| Mechanical Supervisor     | IW33 - Display PM Order             | 1     |
| MGM_REP                   | IW33 - Display PM Order             | 1     |
| Mgt Reporting & Budget Se | IW33 - Display PM Order             | 1     |
| P&C Superintendent        | IW33 - Display PM Order             | 1     |
| Plant Maintenance Officer | IW33 - Display PM Order             | 1     |
| SAP Support               | IW33 - Display PM Order             | 1     |
| Asset Officer             | IW34 - PM Order for PM Notification | 1     |
| Building & General Asset  | IW34 - PM Order for PM Notification | 1     |
| Mech & Elect Superintende | IW34 - PM Order for PM Notification | 1     |
| P&C Superintendent        | IW34 - PM Order for PM Notification | 1     |
| Asset Officer             | IW36 - Create PM Sub-Order          | 1     |
| Building & General Asset  | IW36 - Create PM Sub-Order          | 1     |
| Elect. P & C Engineer     | IW36 - Create PM Sub-Order          | 1     |
| Electrical Supervisor     | IW36 - Create PM Sub-Order          | 1     |
| Mech & Elect Superintende | IW36 - Create PM Sub-Order          | 1     |
| Mech. P & C Engineer      | IW36 - Create PM Sub-Order          | 1     |
| Mechanical Supervisor     | IW36 - Create PM Sub-Order          | 1     |
| P&C Superintendent        | IW36 - Create PM Sub-Order          | 1     |
| Plant Maintenance Officer | IW36 - Create PM Sub-Order          | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Asset Officer             | IW37 - Change Operations | 1     |
| Building & General Asset  | IW37 - Change Operations | 1     |
| Elect. P & C Engineer     | IW37 - Change Operations | 1     |
| Electrical Supervisor     | IW37 - Change Operations | 1     |
| Mech & Elect Superintende | IW37 - Change Operations | 1     |
| Mech. P & C Engineer      | IW37 - Change Operations | 1     |
| Mechanical Supervisor     | IW37 - Change Operations | 1     |
| P&C Superintendent        | IW37 - Change Operations | 1     |
| Plant Maintenance Officer | IW37 - Change Operations | 1     |
| Accounting Administrator  | IW38 - Change PM Orders  | 1     |
| Accounting Manager        | IW38 - Change PM Orders  | 1     |
| Accounting Officer        | IW38 - Change PM Orders  | 1     |
| AP & AR Control Superviso | IW38 - Change PM Orders  | 1     |
| Asset Officer             | IW38 - Change PM Orders  | 1     |
| Building & General Asset  | IW38 - Change PM Orders  | 1     |
| Elect. P & C Engineer     | IW38 - Change PM Orders  | 1     |
| Electrical Supervisor     | IW38 - Change PM Orders  | 1     |
| Finance Admin             | IW38 - Change PM Orders  | 1     |
| Finance Rep. & Analyst Ma | IW38 - Change PM Orders  | 1     |
| Finance Reporting Officer | IW38 - Change PM Orders  | 1     |
| Financial & Accounting Su | IW38 - Change PM Orders  | 1     |
| Financial Control Departm | IW38 - Change PM Orders  | 1     |
| Financial Reporting Manag | IW38 - Change PM Orders  | 1     |
| Financial Reporting Offic | IW38 - Change PM Orders  | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Financial Reporting Senio | IW38 - Change PM Orders  | 1     |
| Financial Reporting Super | IW38 - Change PM Orders  | 1     |
| Gen. Accounting Superviso | IW38 - Change PM Orders  | 1     |
| Mech & Elect Superintende | IW38 - Change PM Orders  | 1     |
| Mech. P & C Engineer      | IW38 - Change PM Orders  | 1     |
| Mechanical Supervisor     | IW38 - Change PM Orders  | 1     |
| P&C Superintendent        | IW38 - Change PM Orders  | 1     |
| Plant Maintenance Officer | IW38 - Change PM Orders  | 1     |
| President Director        | IW38 - Change PM Orders  | 1     |
| Asset Officer             | IW39 - Display PM orders | 1     |
| Building & General Asset  | IW39 - Display PM orders | 1     |
| Elect. P & C Engineer     | IW39 - Display PM orders | 1     |
| Electrical Supervisor     | IW39 - Display PM orders | 1     |
| Engineering Manager       | IW39 - Display PM orders | 1     |
| External Auditor          | IW39 - Display PM orders | 1     |
| Finance Reporting Officer | IW39 - Display PM orders | 1     |
| Financial Reporting Manag | IW39 - Display PM orders | 1     |
| Financial Reporting Offic | IW39 - Display PM orders | 1     |
| Financial Reporting Senio | IW39 - Display PM orders | 1     |
| Internal Auditor          | IW39 - Display PM orders | 1     |
| Mech & Elect Superintende | IW39 - Display PM orders | 1     |
| Mech. P & C Engineer      | IW39 - Display PM orders | 1     |
| Mechanical Supervisor     | IW39 - Display PM orders | 1     |
| P&C Superintendent        | IW39 - Display PM orders | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Plant Maintenance Officer | IW39 - Display PM orders            | 1     |
| SAP Support               | IW39 - Display PM orders            | 1     |
| Asset Officer             | IW3D - Print Order                  | 1     |
| Building & General Asset  | IW3D - Print Order                  | 1     |
| Elect. P & C Engineer     | IW3D - Print Order                  | 1     |
| Electrical Supervisor     | IW3D - Print Order                  | 1     |
| Mech & Elect Superintende | IW3D - Print Order                  | 1     |
| Mech. P & C Engineer      | IW3D - Print Order                  | 1     |
| Mechanical Supervisor     | IW3D - Print Order                  | 1     |
| P&C Superintendent        | IW3D - Print Order                  | 1     |
| Plant Maintenance Officer | IW3D - Print Order                  | 1     |
| Asset Officer             | IW3K - Change order component list  | 1     |
| Building & General Asset  | IW3K - Change order component list  | 1     |
| Elect. P & C Engineer     | IW3K - Change order component list  | 1     |
| Electrical Supervisor     | IW3K - Change order component list  | 1     |
| Mech & Elect Superintende | IW3K - Change order component list  | 1     |
| Mech. P & C Engineer      | IW3K - Change order component list  | 1     |
| Mechanical Supervisor     | IW3K - Change order component list  | 1     |
| P&C Superintendent        | IW3K - Change order component list  | 1     |
| Plant Maintenance Officer | IW3K - Change order component list  | 1     |
| Asset Officer             | IW3L - Display Order Component List | 1     |
| Building & General Asset  | IW3L - Display Order Component List | 1     |
| Elect. P & C Engineer     | IW3L - Display Order Component List | 1     |
| Electrical Supervisor     | IW3L - Display Order Component List | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Engineering Manager       | IW3L - Display Order Component List | 1     |
| Mech & Elect Superintende | IW3L - Display Order Component List | 1     |
| Mech. P & C Engineer      | IW3L - Display Order Component List | 1     |
| Mechanical Supervisor     | IW3L - Display Order Component List | 1     |
| P&C Superintendent        | IW3L - Display Order Component List | 1     |
| Plant Maintenance Officer | IW3L - Display Order Component List | 1     |
| Asset Officer             | IW40 - Display Orders (Multi-Level) | 1     |
| Building & General Asset  | IW40 - Display Orders (Multi-Level) | 1     |
| Elect. P & C Engineer     | IW40 - Display Orders (Multi-Level) | 1     |
| Electrical Supervisor     | IW40 - Display Orders (Multi-Level) | 1     |
| Engineering Manager       | IW40 - Display Orders (Multi-Level) | 1     |
| External Auditor          | IW40 - Display Orders (Multi-Level) | 1     |
| Finance Reporting Officer | IW40 - Display Orders (Multi-Level) | 1     |
| Financial Reporting Manag | IW40 - Display Orders (Multi-Level) | 1     |
| Financial Reporting Offic | IW40 - Display Orders (Multi-Level) | 1     |
| Financial Reporting Senio | IW40 - Display Orders (Multi-Level) | 1     |
| Internal Auditor          | IW40 - Display Orders (Multi-Level) | 1     |
| Mech & Elect Superintende | IW40 - Display Orders (Multi-Level) | 1     |
| Mech. P & C Engineer      | IW40 - Display Orders (Multi-Level) | 1     |
| Mechanical Supervisor     | IW40 - Display Orders (Multi-Level) | 1     |
| P&C Superintendent        | IW40 - Display Orders (Multi-Level) | 1     |
| Plant Maintenance Officer | IW40 - Display Orders (Multi-Level) | 1     |
| SAP Support               | IW40 - Display Orders (Multi-Level) | 1     |
| Asset Officer             | IW41 - Enter PM Order Confirmation  | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Building & General Asset  | IW41 - Enter PM Order Confirmation     | 1     |
| Elect. P & C Engineer     | IW41 - Enter PM Order Confirmation     | 1     |
| Electrical Supervisor     | IW41 - Enter PM Order Confirmation     | 1     |
| Mech & Elect Superintende | IW41 - Enter PM Order Confirmation     | 1     |
| Mech. P & C Engineer      | IW41 - Enter PM Order Confirmation     | 1     |
| Mechanical Supervisor     | IW41 - Enter PM Order Confirmation     | 1     |
| P&C Superintendent        | IW41 - Enter PM Order Confirmation     | 1     |
| Plant Maintenance Officer | IW41 - Enter PM Order Confirmation     | 1     |
| Asset Officer             | IW42 - Overall Completion Confirmation | 1     |
| Building & General Asset  | IW42 - Overall Completion Confirmation | 1     |
| Elect. P & C Engineer     | IW42 - Overall Completion Confirmation | 1     |
| Electrical Supervisor     | IW42 - Overall Completion Confirmation | 1     |
| Mech & Elect Superintende | IW42 - Overall Completion Confirmation | 1     |
| Mech. P & C Engineer      | IW42 - Overall Completion Confirmation | 1     |
| Mechanical Supervisor     | IW42 - Overall Completion Confirmation | 1     |
| P&C Superintendent        | IW42 - Overall Completion Confirmation | 1     |
| Plant Maintenance Officer | IW42 - Overall Completion Confirmation | 1     |
| Asset Officer             | IW43 - Display PM Order Confirmation   | 1     |
| Building & General Asset  | IW43 - Display PM Order Confirmation   | 1     |
| Elect. P & C Engineer     | IW43 - Display PM Order Confirmation   | 1     |
| Electrical Supervisor     | IW43 - Display PM Order Confirmation   | 1     |
| External Auditor          | IW43 - Display PM Order Confirmation   | 1     |
| Finance Reporting Officer | IW43 - Display PM Order Confirmation   | 1     |
| Financial Reporting Manag | IW43 - Display PM Order Confirmation   | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | IW43 - Display PM Order Confirmation       | 1     |
| Financial Reporting Senio | IW43 - Display PM Order Confirmation       | 1     |
| Internal Auditor          | IW43 - Display PM Order Confirmation       | 1     |
| Mech & Elect Superintende | IW43 - Display PM Order Confirmation       | 1     |
| Mech. P & C Engineer      | IW43 - Display PM Order Confirmation       | 1     |
| Mechanical Supervisor     | IW43 - Display PM Order Confirmation       | 1     |
| P&C Superintendent        | IW43 - Display PM Order Confirmation       | 1     |
| Plant Maintenance Officer | IW43 - Display PM Order Confirmation       | 1     |
| SAP Support               | IW43 - Display PM Order Confirmation       | 1     |
| Asset Officer             | IW44 - PM Order Collective<br>Confirmation | 1     |
| Building & General Asset  | IW44 - PM Order Collective<br>Confirmation | 1     |
| Elect. P & C Engineer     | IW44 - PM Order Collective<br>Confirmation | 1     |
| Electrical Supervisor     | IW44 - PM Order Collective<br>Confirmation | 1     |
| Mech & Elect Superintende | IW44 - PM Order Collective<br>Confirmation | 1     |
| Mech. P & C Engineer      | IW44 - PM Order Collective<br>Confirmation | 1     |
| Mechanical Supervisor     | IW44 - PM Order Collective<br>Confirmation | 1     |
| P&C Superintendent        | IW44 - PM Order Collective<br>Confirmation | 1     |
| Plant Maintenance Officer | IW44 - PM Order Collective<br>Confirmation | 1     |
| Asset Officer             | IW45 - Cancel PM Order Confirmation        | 1     |
| Building & General Asset  | IW45 - Cancel PM Order Confirmation        | 1     |
| Elect. P & C Engineer     | IW45 - Cancel PM Order Confirmation        | 1     |
| Electrical Supervisor     | IW45 - Cancel PM Order Confirmation        | 1     |
| Mech & Elect Superintende | IW45 - Cancel PM Order Confirmation        | 1     |
| Mech. P & C Engineer      | IW45 - Cancel PM Order Confirmation        | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Mechanical Supervisor     | IW45 - Cancel PM Order Confirmation      | 1     |
| P&C Superintendent        | IW45 - Cancel PM Order Confirmation      | 1     |
| Plant Maintenance Officer | IW45 - Cancel PM Order Confirmation      | 1     |
| Asset Officer             | IW47 - Confirmation List                 | 1     |
| Building & General Asset  | IW47 - Confirmation List                 | 1     |
| Elect. P & C Engineer     | IW47 - Confirmation List                 | 1     |
| Electrical Supervisor     | IW47 - Confirmation List                 | 1     |
| Mech & Elect Superintende | IW47 - Confirmation List                 | 1     |
| Mech. P & C Engineer      | IW47 - Confirmation List                 | 1     |
| Mechanical Supervisor     | IW47 - Confirmation List                 | 1     |
| P&C Superintendent        | IW47 - Confirmation List                 | 1     |
| Plant Maintenance Officer | IW47 - Confirmation List                 | 1     |
| Asset Officer             | IW48 - Confirmation using operation list | 1     |
| Building & General Asset  | IW48 - Confirmation using operation list | 1     |
| Elect. P & C Engineer     | IW48 - Confirmation using operation list | 1     |
| Electrical Supervisor     | IW48 - Confirmation using operation list | 1     |
| Mech & Elect Superintende | IW48 - Confirmation using operation list | 1     |
| Mech. P & C Engineer      | IW48 - Confirmation using operation list | 1     |
| Mechanical Supervisor     | IW48 - Confirmation using operation list | 1     |
| P&C Superintendent        | IW48 - Confirmation using operation list | 1     |
| Plant Maintenance Officer | IW48 - Confirmation using operation list | 1     |
| Asset Officer             | IW49 - Display Operations                | 1     |
| Building & General Asset  | IW49 - Display Operations                | 1     |
| Elect. P & C Engineer     | IW49 - Display Operations                | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Electrical Supervisor     | IW49 - Display Operations | 1     |
| Engineering Manager       | IW49 - Display Operations | 1     |
| External Auditor          | IW49 - Display Operations | 1     |
| Finance Reporting Officer | IW49 - Display Operations | 1     |
| Financial Reporting Manag | IW49 - Display Operations | 1     |
| Financial Reporting Offic | IW49 - Display Operations | 1     |
| Financial Reporting Senio | IW49 - Display Operations | 1     |
| Internal Auditor          | IW49 - Display Operations | 1     |
| Mech & Elect Superintende | IW49 - Display Operations | 1     |
| Mech. P & C Engineer      | IW49 - Display Operations | 1     |
| Mechanical Supervisor     | IW49 - Display Operations | 1     |
| P&C Superintendent        | IW49 - Display Operations | 1     |
| Plant Maintenance Officer | IW49 - Display Operations | 1     |
| SAP Support               | IW49 - Display Operations | 1     |
| Asset Officer             | IW64 - Change Activities  | 1     |
| Building & General Asset  | IW64 - Change Activities  | 1     |
| Elect. P & C Engineer     | IW64 - Change Activities  | 1     |
| Electrical Supervisor     | IW64 - Change Activities  | 1     |
| Mech & Elect Superintende | IW64 - Change Activities  | 1     |
| Mech. P & C Engineer      | IW64 - Change Activities  | 1     |
| Mechanical Supervisor     | IW64 - Change Activities  | 1     |
| P&C Superintendent        | IW64 - Change Activities  | 1     |
| Plant Maintenance Officer | IW64 - Change Activities  | 1     |
| Asset Officer             | IW65 - Display activities | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Building & General Asset  | IW65 - Display activities        | 1     |
| Elect. P & C Engineer     | IW65 - Display activities        | 1     |
| Electrical Supervisor     | IW65 - Display activities        | 1     |
| Engineering Manager       | IW65 - Display activities        | 1     |
| External Auditor          | IW65 - Display activities        | 1     |
| Finance Reporting Officer | IW65 - Display activities        | 1     |
| Financial Reporting Manag | IW65 - Display activities        | 1     |
| Financial Reporting Offic | IW65 - Display activities        | 1     |
| Financial Reporting Senio | IW65 - Display activities        | 1     |
| Internal Auditor          | IW65 - Display activities        | 1     |
| Mech & Elect Superintende | IW65 - Display activities        | 1     |
| Mech. P & C Engineer      | IW65 - Display activities        | 1     |
| Mechanical Supervisor     | IW65 - Display activities        | 1     |
| P&C Superintendent        | IW65 - Display activities        | 1     |
| Plant Maintenance Officer | IW65 - Display activities        | 1     |
| SAP Support               | IW65 - Display activities        | 1     |
| External Auditor          | IW67 - Display Tasks             | 1     |
| Finance Reporting Officer | IW67 - Display Tasks             | 1     |
| Financial Reporting Manag | IW67 - Display Tasks             | 1     |
| Financial Reporting Offic | IW67 - Display Tasks             | 1     |
| Financial Reporting Senio | IW67 - Display Tasks             | 1     |
| Internal Auditor          | IW67 - Display Tasks             | 1     |
| SAP Support               | IW67 - Display Tasks             | 1     |
| Asset Officer             | IW68 - Change Notification Items | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Building & General Asset  | IW68 - Change Notification Items  | 1     |
| Elect. P & C Engineer     | IW68 - Change Notification Items  | 1     |
| Electrical Supervisor     | IW68 - Change Notification Items  | 1     |
| Engineering Manager       | IW68 - Change Notification Items  | 1     |
| Mech & Elect Superintende | IW68 - Change Notification Items  | 1     |
| Mech. P & C Engineer      | IW68 - Change Notification Items  | 1     |
| Mechanical Supervisor     | IW68 - Change Notification Items  | 1     |
| P&C Superintendent        | IW68 - Change Notification Items  | 1     |
| Plant Maintenance Officer | IW68 - Change Notification Items  | 1     |
| Asset Officer             | IW69 - Display Notification Items | 1     |
| Building & General Asset  | IW69 - Display Notification Items | 1     |
| Elect. P & C Engineer     | IW69 - Display Notification Items | 1     |
| Electrical Supervisor     | IW69 - Display Notification Items | 1     |
| Engineering Manager       | IW69 - Display Notification Items | 1     |
| External Auditor          | IW69 - Display Notification Items | 1     |
| Finance Reporting Officer | IW69 - Display Notification Items | 1     |
| Financial Reporting Manag | IW69 - Display Notification Items | 1     |
| Financial Reporting Offic | IW69 - Display Notification Items | 1     |
| Financial Reporting Senio | IW69 - Display Notification Items | 1     |
| Internal Auditor          | IW69 - Display Notification Items | 1     |
| Mech & Elect Superintende | IW69 - Display Notification Items | 1     |
| Mech. P & C Engineer      | IW69 - Display Notification Items | 1     |
| Mechanical Supervisor     | IW69 - Display Notification Items | 1     |
| P&C Superintendent        | IW69 - Display Notification Items | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Plant Maintenance Officer | IW69 - Display Notification Items              | 1     |
| SAP Support               | IW69 - Display Notification Items              | 1     |
| Asset Officer             | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Building & General Asset  | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Elect. P & C Engineer     | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Electrical Supervisor     | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Mech & Elect Superintende | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Mech. P & C Engineer      | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Mechanical Supervisor     | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| P&C Superintendent        | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Plant Maintenance Officer | IW70 - Orders Overall Network<br>Scheduling    | 1     |
| Asset Officer             | IW81 - Create Refurbishment Order              | 1     |
| Building & General Asset  | IW81 - Create Refurbishment Order              | 1     |
| Elect. P & C Engineer     | IW81 - Create Refurbishment Order              | 1     |
| Electrical Supervisor     | IW81 - Create Refurbishment Order              | 1     |
| Mech & Elect Superintende | IW81 - Create Refurbishment Order              | 1     |
| Mech. P & C Engineer      | IW81 - Create Refurbishment Order              | 1     |
| Mechanical Supervisor     | IW81 - Create Refurbishment Order              | 1     |
| P&C Superintendent        | IW81 - Create Refurbishment Order              | 1     |
| Plant Maintenance Officer | IW81 - Create Refurbishment Order              | 1     |
| Asset Officer             | IW8W - Goods Receipt f. Refurbishment Order    | 1     |
| Building & General Asset  | IW8W - Goods Receipt f. Refurbishment<br>Order | 1     |
| Mech & Elect Superintende | IW8W - Goods Receipt f. Refurbishment<br>Order | 1     |
| P&C Superintendent        | IW8W - Goods Receipt f. Refurbishment Order    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Asset Officer             | IWBK - Material availability information | 1     |
| Building & General Asset  | IWBK - Material availability information | 1     |
| Elect. P & C Engineer     | IWBK - Material availability information | 1     |
| Electrical Supervisor     | IWBK - Material availability information | 1     |
| Engineering Manager       | IWBK - Material availability information | 1     |
| External Auditor          | IWBK - Material availability information | 1     |
| Finance Reporting Officer | IWBK - Material availability information | 1     |
| Financial Reporting Manag | IWBK - Material availability information | 1     |
| Financial Reporting Offic | IWBK - Material availability information | 1     |
| Financial Reporting Senio | IWBK - Material availability information | 1     |
| Internal Auditor          | IWBK - Material availability information | 1     |
| Mech & Elect Superintende | IWBK - Material availability information | 1     |
| Mech. P & C Engineer      | IWBK - Material availability information | 1     |
| Mechanical Supervisor     | IWBK - Material availability information | 1     |
| P&C Superintendent        | IWBK - Material availability information | 1     |
| Plant Maintenance Officer | IWBK - Material availability information | 1     |
| SAP Support               | IWBK - Material availability information | 1     |
| External Auditor          | J1IQ - Year-End IT Depreciation Report   | 1     |
| Finance Reporting Officer | J1IQ - Year-End IT Depreciation Report   | 1     |
| Financial Reporting Manag | J1IQ - Year-End IT Depreciation Report   | 1     |
| Financial Reporting Offic | J1IQ - Year-End IT Depreciation Report   | 1     |
| Financial Reporting Senio | J1IQ - Year-End IT Depreciation Report   | 1     |
| Internal Auditor          | J1IQ - Year-End IT Depreciation Report   | 1     |
| SAP Support               | J1IQ - Year-End IT Depreciation Report   | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| SAP Support               | KA01 - Create Cost Element                  | 1     |
| External Auditor          | KA03 - Display Cost Element                 | 1     |
| Finance Reporting Officer | KA03 - Display Cost Element                 | 1     |
| Financial Reporting Manag | KA03 - Display Cost Element                 | 1     |
| Financial Reporting Offic | KA03 - Display Cost Element                 | 1     |
| Financial Reporting Senio | KA03 - Display Cost Element                 | 1     |
| Internal Auditor          | KA03 - Display Cost Element                 | 1     |
| SAP Support               | KA03 - Display Cost Element                 | 1     |
| External Auditor          | KA23 - Cost Elements: Master Data<br>Report | 1     |
| Finance Reporting Officer | KA23 - Cost Elements: Master Data<br>Report | 1     |
| Financial Reporting Manag | KA23 - Cost Elements: Master Data<br>Report | 1     |
| Financial Reporting Offic | KA23 - Cost Elements: Master Data<br>Report | 1     |
| Financial Reporting Senio | KA23 - Cost Elements: Master Data<br>Report | 1     |
| Internal Auditor          | KA23 - Cost Elements: Master Data<br>Report | 1     |
| SAP Support               | KA23 - Cost Elements: Master Data<br>Report | 1     |
| SAP Support               | KAH1 - Create Cost Element Group            | 1     |
| SAP Support               | KAH2 - Change cost element group            | 1     |
| Accounting Administrator  | KAH3 - Display cost element group           | 1     |
| Accounting Officer        | KAH3 - Display cost element group           | 1     |
| Finance Admin             | KAH3 - Display cost element group           | 1     |
| Financial & Accounting Su | KAH3 - Display cost element group           | 1     |
| Financial Control Departm | KAH3 - Display cost element group           | 1     |
| Financial Reporting Manag | KAH3 - Display cost element group           | 1     |
| Financial Reporting Super | KAH3 - Display cost element group           | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Gen. Accounting Superviso | KAH3 - Display cost element group          | 1     |
| External Auditor          | KAL7 - Overview of Cost Flows              | 1     |
| Finance Reporting Officer | KAL7 - Overview of Cost Flows              | 1     |
| Financial Reporting Manag | KAL7 - Overview of Cost Flows              | 1     |
| Financial Reporting Offic | KAL7 - Overview of Cost Flows              | 1     |
| Financial Reporting Senio | KAL7 - Overview of Cost Flows              | 1     |
| Internal Auditor          | KAL7 - Overview of Cost Flows              | 1     |
| SAP Support               | KAL7 - Overview of Cost Flows              | 1     |
| External Auditor          | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| Finance Reporting Officer | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| Financial Reporting Manag | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| Financial Reporting Offic | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| Financial Reporting Senio | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| Internal Auditor          | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| SAP Support               | KALR - Reconciliaton Ledger: CO Line Items | 1     |
| Accounting Administrator  | KB13N - Display Manual Repostings of Costs | 1     |
| Accounting Manager        | KB13N - Display Manual Repostings of Costs | 1     |
| Accounting Officer        | KB13N - Display Manual Repostings of Costs | 1     |
| AP & AR Control Superviso | KB13N - Display Manual Repostings of Costs | 1     |
| Budget & Control Supervis | KB13N - Display Manual Repostings of Costs | 1     |
| Budget Officer            | KB13N - Display Manual Repostings of Costs | 1     |
| Finance & Adm General Man | KB13N - Display Manual Repostings of Costs | 1     |
| Finance Admin             | KB13N - Display Manual Repostings of Costs | 1     |
| Finance Rep. & Analyst Ma | KB13N - Display Manual Repostings of Costs | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | KB13N - Display Manual Repostings of Costs | 1     |
| Financial & Accounting Su | KB13N - Display Manual Repostings of Costs | 1     |
| Financial Control Departm | KB13N - Display Manual Repostings of Costs | 1     |
| Financial Reporting Manag | KB13N - Display Manual Repostings of Costs | 1     |
| Financial Reporting Offic | KB13N - Display Manual Repostings of Costs | 1     |
| Financial Reporting Senio | KB13N - Display Manual Repostings of Costs | 1     |
| Financial Reporting Super | KB13N - Display Manual Repostings of Costs | 1     |
| Gen. Accounting Superviso | KB13N - Display Manual Repostings of Costs | 1     |
| Managerial Reporting Supe | KB13N - Display Manual Repostings of Costs | 1     |
| MGM_REP                   | KB13N - Display Manual Repostings of Costs | 1     |
| Mgt Reporting & Budget Se | KB13N - Display Manual Repostings of Costs | 1     |
| President Director        | KB13N - Display Manual Repostings of Costs | 1     |
| Accounting Manager        | KB14N - Reverse Manual Repostings of Costs | 1     |
| Accounting Officer        | KB14N - Reverse Manual Repostings of Costs | 1     |
| AP & AR Control Superviso | KB14N - Reverse Manual Repostings of Costs | 1     |
| Finance & Adm General Man | KB14N - Reverse Manual Repostings of Costs | 1     |
| Finance Admin             | KB14N - Reverse Manual Repostings of Costs | 1     |
| Finance Rep. & Analyst Ma | KB14N - Reverse Manual Repostings of Costs | 1     |
| Finance Reporting Officer | KB14N - Reverse Manual Repostings of Costs | 1     |
| Financial & Accounting Su | KB14N - Reverse Manual Repostings of Costs | 1     |
| Financial Control Departm | KB14N - Reverse Manual Repostings of Costs | 1     |
| Financial Reporting Manag | KB14N - Reverse Manual Repostings of Costs | 1     |
| Financial Reporting Offic | KB14N - Reverse Manual Repostings of Costs | 1     |
| Financial Reporting Senio | KB14N - Reverse Manual Repostings of Costs | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Super | KB14N - Reverse Manual Repostings of Costs | 1     |
| Mgt Reporting & Budget Se | KB14N - Reverse Manual Repostings of Costs | 1     |
| President Director        | KB14N - Reverse Manual Repostings of Costs | 1     |
| Accounting Manager        | KB31N - Enter Statistical Key Figures      | 1     |
| Accounting Officer        | KB31N - Enter Statistical Key Figures      | 1     |
| AP & AR Control Superviso | KB31N - Enter Statistical Key Figures      | 1     |
| Finance & Adm General Man | KB31N - Enter Statistical Key Figures      | 1     |
| Finance Admin             | KB31N - Enter Statistical Key Figures      | 1     |
| Finance Rep. & Analyst Ma | KB31N - Enter Statistical Key Figures      | 1     |
| Finance Reporting Officer | KB31N - Enter Statistical Key Figures      | 1     |
| Financial & Accounting Su | KB31N - Enter Statistical Key Figures      | 1     |
| Financial Control Departm | KB31N - Enter Statistical Key Figures      | 1     |
| Financial Reporting Manag | KB31N - Enter Statistical Key Figures      | 1     |
| Financial Reporting Offic | KB31N - Enter Statistical Key Figures      | 1     |
| Financial Reporting Senio | KB31N - Enter Statistical Key Figures      | 1     |
| Financial Reporting Super | KB31N - Enter Statistical Key Figures      | 1     |
| Mgt Reporting & Budget Se | KB31N - Enter Statistical Key Figures      | 1     |
| President Director        | KB31N - Enter Statistical Key Figures      | 1     |
| Accounting Administrator  | KB33N - Display Statistical Key Figures    | 1     |
| Accounting Manager        | KB33N - Display Statistical Key Figures    | 1     |
| Accounting Officer        | KB33N - Display Statistical Key Figures    | 1     |
| AP & AR Control Superviso | KB33N - Display Statistical Key Figures    | 1     |
| Finance & Adm General Man | KB33N - Display Statistical Key Figures    | 1     |
| Finance Admin             | KB33N - Display Statistical Key Figures    | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Finance Rep. & Analyst Ma | KB33N - Display Statistical Key Figures | 1     |
| Finance Reporting Officer | KB33N - Display Statistical Key Figures | 1     |
| Financial & Accounting Su | KB33N - Display Statistical Key Figures | 1     |
| Financial Control Departm | KB33N - Display Statistical Key Figures | 1     |
| Financial Reporting Manag | KB33N - Display Statistical Key Figures | 1     |
| Financial Reporting Offic | KB33N - Display Statistical Key Figures | 1     |
| Financial Reporting Senio | KB33N - Display Statistical Key Figures | 1     |
| Financial Reporting Super | KB33N - Display Statistical Key Figures | 1     |
| Gen. Accounting Superviso | KB33N - Display Statistical Key Figures | 1     |
| Mgt Reporting & Budget Se | KB33N - Display Statistical Key Figures | 1     |
| President Director        | KB33N - Display Statistical Key Figures | 1     |
| Accounting Manager        | KB34N - Reverse Statistical Key Figures | 1     |
| Accounting Officer        | KB34N - Reverse Statistical Key Figures | 1     |
| AP & AR Control Superviso | KB34N - Reverse Statistical Key Figures | 1     |
| Budget & Control Supervis | KB34N - Reverse Statistical Key Figures | 1     |
| Budget Officer            | KB34N - Reverse Statistical Key Figures | 1     |
| Finance & Adm General Man | KB34N - Reverse Statistical Key Figures | 1     |
| Finance Admin             | KB34N - Reverse Statistical Key Figures | 1     |
| Finance Rep. & Analyst Ma | KB34N - Reverse Statistical Key Figures | 1     |
| Finance Reporting Officer | KB34N - Reverse Statistical Key Figures | 1     |
| Financial & Accounting Su | KB34N - Reverse Statistical Key Figures | 1     |
| Financial Control Departm | KB34N - Reverse Statistical Key Figures | 1     |
| Financial Reporting Manag | KB34N - Reverse Statistical Key Figures | 1     |
| Financial Reporting Offic | KB34N - Reverse Statistical Key Figures | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | KB34N - Reverse Statistical Key<br>Figures  | 1     |
| Financial Reporting Super | KB34N - Reverse Statistical Key<br>Figures  | 1     |
| Managerial Reporting Supe | KB34N - Reverse Statistical Key<br>Figures  | 1     |
| MGM_REP                   | KB34N - Reverse Statistical Key<br>Figures  | 1     |
| Mgt Reporting & Budget Se | KB34N - Reverse Statistical Key<br>Figures  | 1     |
| President Director        | KB34N - Reverse Statistical Key<br>Figures  | 1     |
| Accounting Manager        | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Accounting Officer        | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| AP & AR Control Superviso | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Finance Admin             | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Finance Rep. & Analyst Ma | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Finance Reporting Officer | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Financial & Accounting Su | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Financial Control Departm | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Financial Reporting Manag | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Financial Reporting Offic | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Financial Reporting Senio | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| Financial Reporting Super | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| President Director        | KB61 - Enter Reposting of CO Line<br>Items  | 1     |
| External Auditor          | KBH3 - Display statistical key figure group | 1     |
| Finance Reporting Officer | KBH3 - Display statistical key figure group | 1     |
| Financial Reporting Manag | KBH3 - Display statistical key figure group | 1     |
| Financial Reporting Offic | KBH3 - Display statistical key figure group | 1     |
| Financial Reporting Senio | KBH3 - Display statistical key figure group | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Internal Auditor          | KBH3 - Display statistical key figure group | 1     |
| SAP Support               | KBH3 - Display statistical key figure group | 1     |
| External Auditor          | KCH3 - Display profit center hierarchy      | 1     |
| Finance Reporting Officer | KCH3 - Display profit center hierarchy      | 1     |
| Financial Reporting Manag | KCH3 - Display profit center hierarchy      | 1     |
| Financial Reporting Offic | KCH3 - Display profit center hierarchy      | 1     |
| Financial Reporting Senio | KCH3 - Display profit center hierarchy      | 1     |
| Internal Auditor          | KCH3 - Display profit center hierarchy      | 1     |
| SAP Support               | KCH3 - Display profit center hierarchy      | 1     |
| SAP Support               | KCH5N - EC-PCA: Change Standard Hierarchy   | 1     |
| External Auditor          | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| Finance Reporting Officer | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| Financial Reporting Manag | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| Financial Reporting Offic | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| Financial Reporting Senio | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| Internal Auditor          | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| SAP Support               | KCH6N - EC-PCA: Display Standard Hierarchy  | 1     |
| External Auditor          | KDH3 - Display Account Group                | 1     |
| Finance Reporting Officer | KDH3 - Display Account Group                | 1     |
| Financial Reporting Manag | KDH3 - Display Account Group                | 1     |
| Financial Reporting Offic | KDH3 - Display Account Group                | 1     |
| Financial Reporting Senio | KDH3 - Display Account Group                | 1     |
| Internal Auditor          | KDH3 - Display Account Group                | 1     |
| SAP Support               | KDH3 - Display Account Group                | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Accounting Administrator  | KE24 - Line Item Display - Actual Data | 1     |
| Accounting Manager        | KE24 - Line Item Display - Actual Data | 1     |
| Accounting Officer        | KE24 - Line Item Display - Actual Data | 1     |
| AP & AR Control Superviso | KE24 - Line Item Display - Actual Data | 1     |
| Budget & Control Supervis | KE24 - Line Item Display - Actual Data | 1     |
| Budget Officer            | KE24 - Line Item Display - Actual Data | 1     |
| External Auditor          | KE24 - Line Item Display - Actual Data | 1     |
| Finance & Adm General Man | KE24 - Line Item Display - Actual Data | 1     |
| Finance Admin             | KE24 - Line Item Display - Actual Data | 1     |
| Finance Rep. & Analyst Ma | KE24 - Line Item Display - Actual Data | 1     |
| Finance Reporting Officer | KE24 - Line Item Display - Actual Data | 1     |
| Financial & Accounting Su | KE24 - Line Item Display - Actual Data | 1     |
| Financial Control Departm | KE24 - Line Item Display - Actual Data | 1     |
| Financial Reporting Manag | KE24 - Line Item Display - Actual Data | 1     |
| Financial Reporting Offic | KE24 - Line Item Display - Actual Data | 1     |
| Financial Reporting Senio | KE24 - Line Item Display - Actual Data | 1     |
| Financial Reporting Super | KE24 - Line Item Display - Actual Data | 1     |
| Gen. Accounting Superviso | KE24 - Line Item Display - Actual Data | 1     |
| Internal Auditor          | KE24 - Line Item Display - Actual Data | 1     |
| Managerial Reporting Supe | KE24 - Line Item Display - Actual Data | 1     |
| MGM_REP                   | KE24 - Line Item Display - Actual Data | 1     |
| Mgt Reporting & Budget Se | KE24 - Line Item Display - Actual Data | 1     |
| President Director        | KE24 - Line Item Display - Actual Data | 1     |
| SAP Support               | KE24 - Line Item Display - Actual Data | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Accounting Administrator  | KE25 - Line Item Display - Plan Data | 1     |
| Accounting Manager        | KE25 - Line Item Display - Plan Data | 1     |
| Accounting Officer        | KE25 - Line Item Display - Plan Data | 1     |
| AP & AR Control Superviso | KE25 - Line Item Display - Plan Data | 1     |
| Budget & Control Supervis | KE25 - Line Item Display - Plan Data | 1     |
| Budget Officer            | KE25 - Line Item Display - Plan Data | 1     |
| Finance & Adm General Man | KE25 - Line Item Display - Plan Data | 1     |
| Finance Admin             | KE25 - Line Item Display - Plan Data | 1     |
| Finance Rep. & Analyst Ma | KE25 - Line Item Display - Plan Data | 1     |
| Finance Reporting Officer | KE25 - Line Item Display - Plan Data | 1     |
| Financial & Accounting Su | KE25 - Line Item Display - Plan Data | 1     |
| Financial Control Departm | KE25 - Line Item Display - Plan Data | 1     |
| Financial Reporting Manag | KE25 - Line Item Display - Plan Data | 1     |
| Financial Reporting Offic | KE25 - Line Item Display - Plan Data | 1     |
| Financial Reporting Senio | KE25 - Line Item Display - Plan Data | 1     |
| Financial Reporting Super | KE25 - Line Item Display - Plan Data | 1     |
| Gen. Accounting Superviso | KE25 - Line Item Display - Plan Data | 1     |
| Managerial Reporting Supe | KE25 - Line Item Display - Plan Data | 1     |
| MGM_REP                   | KE25 - Line Item Display - Plan Data | 1     |
| Mgt Reporting & Budget Se | KE25 - Line Item Display - Plan Data | 1     |
| President Director        | KE25 - Line Item Display - Plan Data | 1     |
| Accounting Administrator  | KE30 - Execute profitability report  | 1     |
| Accounting Manager        | KE30 - Execute profitability report  | 1     |
| Accounting Officer        | KE30 - Execute profitability report  | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| AP & AR Control Superviso | KE30 - Execute profitability report          | 1     |
| Budget & Control Supervis | KE30 - Execute profitability report          | 1     |
| Budget Officer            | KE30 - Execute profitability report          | 1     |
| External Auditor          | KE30 - Execute profitability report          | 1     |
| Finance & Adm General Man | KE30 - Execute profitability report          | 1     |
| Finance Admin             | KE30 - Execute profitability report          | 1     |
| Finance Rep. & Analyst Ma | KE30 - Execute profitability report          | 1     |
| Finance Reporting Officer | KE30 - Execute profitability report          | 1     |
| Financial & Accounting Su | KE30 - Execute profitability report          | 1     |
| Financial Control Departm | KE30 - Execute profitability report          | 1     |
| Financial Reporting Manag | KE30 - Execute profitability report          | 1     |
| Financial Reporting Offic | KE30 - Execute profitability report          | 1     |
| Financial Reporting Senio | KE30 - Execute profitability report          | 1     |
| Financial Reporting Super | KE30 - Execute profitability report          | 1     |
| Gen. Accounting Superviso | KE30 - Execute profitability report          | 1     |
| Internal Auditor          | KE30 - Execute profitability report          | 1     |
| Managerial Reporting Supe | KE30 - Execute profitability report          | 1     |
| MGM_REP                   | KE30 - Execute profitability report          | 1     |
| Mgt Reporting & Budget Se | KE30 - Execute profitability report          | 1     |
| President Director        | KE30 - Execute profitability report          | 1     |
| SAP Support               | KE30 - Execute profitability report          | 1     |
| External Auditor          | KE4ST - Simulation billg docs transfer CO-PA | 1     |
| Finance Reporting Officer | KE4ST - Simulation billg docs transfer CO-PA | 1     |
| Financial Reporting Manag | KE4ST - Simulation billg docs transfer CO-PA | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | KE4ST - Simulation billg docs transfer CO-PA | 1     |
| Financial Reporting Senio | KE4ST - Simulation billg docs transfer CO-PA | 1     |
| Internal Auditor          | KE4ST - Simulation billg docs transfer CO-PA | 1     |
| SAP Support               | KE4ST - Simulation billg docs transfer CO-PA | 1     |
| External Auditor          | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| Finance Reporting Officer | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| Financial Reporting Manag | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| Financial Reporting Offic | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| Financial Reporting Senio | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| Internal Auditor          | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| SAP Support               | KE4TS - Simulate Doc. Transfer from Orders   | 1     |
| SAP Support               | KE51 - Create Profit Center                  | 1     |
| SAP Support               | KE52 - Change Profit Center                  | 1     |
| External Auditor          | KE53 - Display Profit Center                 | 1     |
| Finance Reporting Officer | KE53 - Display Profit Center                 | 1     |
| Financial Reporting Manag | KE53 - Display Profit Center                 | 1     |
| Financial Reporting Offic | KE53 - Display Profit Center                 | 1     |
| Financial Reporting Senio | KE53 - Display Profit Center                 | 1     |
| Internal Auditor          | KE53 - Display Profit Center                 | 1     |
| SAP Support               | KE53 - Display Profit Center                 | 1     |
| External Auditor          | KE5T - Compare G/L Accounts FI <-> EC-PCA    | 1     |
| Finance Reporting Officer | KE5T - Compare G/L Accounts FI <-> EC-PCA    | 1     |
| Financial Reporting Manag | KE5T - Compare G/L Accounts FI <-> EC-PCA    | 1     |
| Financial Reporting Offic | KE5T - Compare G/L Accounts FI <-> EC-PCA    | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | KE5T - Compare G/L Accounts FI <-> EC-PCA   | 1     |
| Internal Auditor          | KE5T - Compare G/L Accounts FI <-> EC-PCA   | 1     |
| SAP Support               | KE5T - Compare G/L Accounts FI <-> EC-PCA   | 1     |
| External Auditor          | KE5Z - Profit Center: Actual Line Items     | 1     |
| Finance Reporting Officer | KE5Z - Profit Center: Actual Line Items     | 1     |
| Financial Reporting Manag | KE5Z - Profit Center: Actual Line Items     | 1     |
| Financial Reporting Offic | KE5Z - Profit Center: Actual Line Items     | 1     |
| Financial Reporting Senio | KE5Z - Profit Center: Actual Line Items     | 1     |
| Internal Auditor          | KE5Z - Profit Center: Actual Line Items     | 1     |
| SAP Support               | KE5Z - Profit Center: Actual Line Items     | 1     |
| External Auditor          | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| Finance Reporting Officer | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| Financial Reporting Manag | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| Financial Reporting Offic | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| Financial Reporting Senio | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| Internal Auditor          | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| SAP Support               | KE80 - EC-PCA: Execute Drill-Down<br>Report | 1     |
| SAP Support               | KE91 - Create Line-Item-Based Report        | 1     |
| External Auditor          | KEAT - Reconcile CO-PA <-> SD <-> FI        | 1     |
| Finance Reporting Officer | KEAT - Reconcile CO-PA <-> SD <-> FI        | 1     |
| Financial Reporting Manag | KEAT - Reconcile CO-PA <-> SD <-> FI        | 1     |
| Financial Reporting Offic | KEAT - Reconcile CO-PA <-> SD <-> FI        | 1     |
| Financial Reporting Senio | KEAT - Reconcile CO-PA <-> SD <-> FI        | 1     |
| Internal Auditor          | KEAT - Reconcile CO-PA <-> SD <-> FI        | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| SAP Support               | KEAT - Reconcile CO-PA <-> SD <-> FI      | 1     |
| External Auditor          | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| Finance Reporting Officer | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| Financial Reporting Manag | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| Financial Reporting Offic | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| Financial Reporting Senio | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| Internal Auditor          | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| SAP Support               | KEAW - Reconciliation Make-to-Order Prod. | 1     |
| External Auditor          | KECM - CO-PA: Customizing Monitor         | 1     |
| Finance Reporting Officer | KECM - CO-PA: Customizing Monitor         | 1     |
| Financial Reporting Manag | KECM - CO-PA: Customizing Monitor         | 1     |
| Financial Reporting Offic | KECM - CO-PA: Customizing Monitor         | 1     |
| Financial Reporting Senio | KECM - CO-PA: Customizing Monitor         | 1     |
| Internal Auditor          | KECM - CO-PA: Customizing Monitor         | 1     |
| SAP Support               | KECM - CO-PA: Customizing Monitor         | 1     |
| External Auditor          | KEP8 - Operating concerns                 | 1     |
| Finance Reporting Officer | KEP8 - Operating concerns                 | 1     |
| Financial Reporting Manag | KEP8 - Operating concerns                 | 1     |
| Financial Reporting Offic | KEP8 - Operating concerns                 | 1     |
| Financial Reporting Senio | KEP8 - Operating concerns                 | 1     |
| Internal Auditor          | KEP8 - Operating concerns                 | 1     |
| SAP Support               | KEP8 - Operating concerns                 | 1     |
| Accounting Officer        | KEPM - CO-PA Planning                     | 1     |
| Budget & Control Supervis | KEPM - CO-PA Planning                     | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Budget Officer            | KEPM - CO-PA Planning                         | 1     |
| Finance & Adm General Man | KEPM - CO-PA Planning                         | 1     |
| Finance Admin             | KEPM - CO-PA Planning                         | 1     |
| Finance Reporting Officer | KEPM - CO-PA Planning                         | 1     |
| Financial & Accounting Su | KEPM - CO-PA Planning                         | 1     |
| Financial Control Departm | KEPM - CO-PA Planning                         | 1     |
| Financial Reporting Manag | KEPM - CO-PA Planning                         | 1     |
| Financial Reporting Offic | KEPM - CO-PA Planning                         | 1     |
| Financial Reporting Super | KEPM - CO-PA Planning                         | 1     |
| Managerial Reporting Supe | KEPM - CO-PA Planning                         | 1     |
| MGM_REP                   | KEPM - CO-PA Planning                         | 1     |
| Mgt Reporting & Budget Se | KEPM - CO-PA Planning                         | 1     |
| Accounting Administrator  | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Accounting Manager        | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Accounting Officer        | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| AP & AR Control Superviso | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Budget & Control Supervis | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Budget Officer            | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Finance & Adm General Man | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Finance Admin             | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Finance Rep. & Analyst Ma | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Finance Reporting Officer | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Financial & Accounting Su | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Financial Control Departm | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Financial Reporting Offic | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Financial Reporting Senio | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Financial Reporting Super | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Gen. Accounting Superviso | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Managerial Reporting Supe | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| MGM_REP                   | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Mgt Reporting & Budget Se | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| President Director        | KEU3 - Display Actl Transfer of CCtr<br>Costs | 1     |
| Accounting Administrator  | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Accounting Manager        | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Accounting Officer        | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| AP & AR Control Superviso | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Budget & Control Supervis | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Budget Officer            | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Finance & Adm General Man | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Finance Admin             | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Finance Rep. & Analyst Ma | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Finance Reporting Officer | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Financial & Accounting Su | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Financial Control Departm | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Financial Reporting Manag | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Financial Reporting Offic | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Financial Reporting Senio | KEU5 - Perform act. cost-ctr cost transfer    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Super | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Gen. Accounting Superviso | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Managerial Reporting Supe | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| MGM_REP                   | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| Mgt Reporting & Budget Se | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| President Director        | KEU5 - Perform act. cost-ctr cost transfer    | 1     |
| SAP Support               | KK01 - Create Statistical Figure              | 1     |
| SAP Support               | KK02 - Change Statistical Figure              | 1     |
| External Auditor          | KK03 - Display Statistical Key Figures        | 1     |
| Finance Reporting Officer | KK03 - Display Statistical Key Figures        | 1     |
| Financial Reporting Manag | KK03 - Display Statistical Key Figures        | 1     |
| Financial Reporting Offic | KK03 - Display Statistical Key Figures        | 1     |
| Financial Reporting Senio | KK03 - Display Statistical Key Figures        | 1     |
| Internal Auditor          | KK03 - Display Statistical Key Figures        | 1     |
| SAP Support               | KK03 - Display Statistical Key Figures        | 1     |
| External Auditor          | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| Finance Reporting Officer | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| Financial Reporting Manag | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| Financial Reporting Offic | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| Financial Reporting Senio | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| Internal Auditor          | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| SAP Support               | KKA2 - Project Results Anal. and WIP Calc.    | 1     |
| External Auditor          | KKAA - Sales Document Line Items<br>Res.Anal. | 1     |
| Finance Reporting Officer | KKAA - Sales Document Line Items<br>Res.Anal. | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | KKAA - Sales Document Line Items Res.Anal. | 1     |
| Financial Reporting Offic | KKAA - Sales Document Line Items Res.Anal. | 1     |
| Financial Reporting Senio | KKAA - Sales Document Line Items Res.Anal. | 1     |
| Internal Auditor          | KKAA - Sales Document Line Items Res.Anal. | 1     |
| SAP Support               | KKAA - Sales Document Line Items Res.Anal. | 1     |
| External Auditor          | KKAQ - Display WIP - Collective Processing | 1     |
| Finance Reporting Officer | KKAQ - Display WIP - Collective Processing | 1     |
| Financial Reporting Manag | KKAQ - Display WIP - Collective Processing | 1     |
| Financial Reporting Offic | KKAQ - Display WIP - Collective Processing | 1     |
| Financial Reporting Senio | KKAQ - Display WIP - Collective Processing | 1     |
| Internal Auditor          | KKAQ - Display WIP - Collective Processing | 1     |
| SAP Support               | KKAQ - Display WIP - Collective Processing | 1     |
| Accounting Administrator  | KKBC_ORD - Analyze Order                   | 1     |
| Accounting Manager        | KKBC_ORD - Analyze Order                   | 1     |
| Accounting Officer        | KKBC_ORD - Analyze Order                   | 1     |
| AP & AR Control Superviso | KKBC_ORD - Analyze Order                   | 1     |
| Budget & Control Supervis | KKBC_ORD - Analyze Order                   | 1     |
| Budget Officer            | KKBC_ORD - Analyze Order                   | 1     |
| External Auditor          | KKBC_ORD - Analyze Order                   | 1     |
| Finance & Adm General Man | KKBC_ORD - Analyze Order                   | 1     |
| Finance Admin             | KKBC_ORD - Analyze Order                   | 1     |
| Finance Rep. & Analyst Ma | KKBC_ORD - Analyze Order                   | 1     |
| Finance Reporting Officer | KKBC_ORD - Analyze Order                   | 1     |
| Financial & Accounting Su | KKBC_ORD - Analyze Order                   | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Financial Control Departm | KKBC_ORD - Analyze Order        | 1     |
| Financial Reporting Manag | KKBC_ORD - Analyze Order        | 1     |
| Financial Reporting Offic | KKBC_ORD - Analyze Order        | 1     |
| Financial Reporting Senio | KKBC_ORD - Analyze Order        | 1     |
| Financial Reporting Super | KKBC_ORD - Analyze Order        | 1     |
| Gen. Accounting Superviso | KKBC_ORD - Analyze Order        | 1     |
| Internal Auditor          | KKBC_ORD - Analyze Order        | 1     |
| Managerial Reporting Supe | KKBC_ORD - Analyze Order        | 1     |
| MGM_REP                   | KKBC_ORD - Analyze Order        | 1     |
| Mgt Reporting & Budget Se | KKBC_ORD - Analyze Order        | 1     |
| President Director        | KKBC_ORD - Analyze Order        | 1     |
| SAP Support               | KKBC_ORD - Analyze Order        | 1     |
| Accounting Officer        | KKE1 - Add Base Planning Object | 1     |
| Budget & Control Supervis | KKE1 - Add Base Planning Object | 1     |
| Budget Officer            | KKE1 - Add Base Planning Object | 1     |
| Finance & Adm General Man | KKE1 - Add Base Planning Object | 1     |
| Finance Admin             | KKE1 - Add Base Planning Object | 1     |
| Finance Reporting Officer | KKE1 - Add Base Planning Object | 1     |
| Financial & Accounting Su | KKE1 - Add Base Planning Object | 1     |
| Financial Control Departm | KKE1 - Add Base Planning Object | 1     |
| Financial Reporting Manag | KKE1 - Add Base Planning Object | 1     |
| Financial Reporting Offic | KKE1 - Add Base Planning Object | 1     |
| Financial Reporting Super | KKE1 - Add Base Planning Object | 1     |
| Managerial Reporting Supe | KKE1 - Add Base Planning Object | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| MGM_REP                   | KKE1 - Add Base Planning Object     | 1     |
| Mgt Reporting & Budget Se | KKE1 - Add Base Planning Object     | 1     |
| Accounting Officer        | KKE2 - Change Base Planning Object  | 1     |
| Budget & Control Supervis | KKE2 - Change Base Planning Object  | 1     |
| Budget Officer            | KKE2 - Change Base Planning Object  | 1     |
| Finance & Adm General Man | KKE2 - Change Base Planning Object  | 1     |
| Finance Admin             | KKE2 - Change Base Planning Object  | 1     |
| Finance Reporting Officer | KKE2 - Change Base Planning Object  | 1     |
| Financial & Accounting Su | KKE2 - Change Base Planning Object  | 1     |
| Financial Control Departm | KKE2 - Change Base Planning Object  | 1     |
| Financial Reporting Manag | KKE2 - Change Base Planning Object  | 1     |
| Financial Reporting Offic | KKE2 - Change Base Planning Object  | 1     |
| Financial Reporting Super | KKE2 - Change Base Planning Object  | 1     |
| Managerial Reporting Supe | KKE2 - Change Base Planning Object  | 1     |
| MGM_REP                   | KKE2 - Change Base Planning Object  | 1     |
| Mgt Reporting & Budget Se | KKE2 - Change Base Planning Object  | 1     |
| Accounting Officer        | KKE3 - Display Base Planning Object | 1     |
| Budget & Control Supervis | KKE3 - Display Base Planning Object | 1     |
| Budget Officer            | KKE3 - Display Base Planning Object | 1     |
| Finance & Adm General Man | KKE3 - Display Base Planning Object | 1     |
| Finance Admin             | KKE3 - Display Base Planning Object | 1     |
| Finance Reporting Officer | KKE3 - Display Base Planning Object | 1     |
| Financial & Accounting Su | KKE3 - Display Base Planning Object | 1     |
| Financial Control Departm | KKE3 - Display Base Planning Object | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | KKE3 - Display Base Planning Object         | 1     |
| Financial Reporting Offic | KKE3 - Display Base Planning Object         | 1     |
| Financial Reporting Super | KKE3 - Display Base Planning Object         | 1     |
| Managerial Reporting Supe | KKE3 - Display Base Planning Object         | 1     |
| MGM_REP                   | KKE3 - Display Base Planning Object         | 1     |
| Mgt Reporting & Budget Se | KKE3 - Display Base Planning Object         | 1     |
| Accounting Administrator  | KKRV - Data Collection Product<br>Drilldown | 1     |
| Accounting Manager        | KKRV - Data Collection Product Drilldown    | 1     |
| Accounting Officer        | KKRV - Data Collection Product Drilldown    | 1     |
| AP & AR Control Superviso | KKRV - Data Collection Product Drilldown    | 1     |
| Budget & Control Supervis | KKRV - Data Collection Product Drilldown    | 1     |
| Budget Officer            | KKRV - Data Collection Product Drilldown    | 1     |
| Finance & Adm General Man | KKRV - Data Collection Product Drilldown    | 1     |
| Finance Admin             | KKRV - Data Collection Product Drilldown    | 1     |
| Finance Rep. & Analyst Ma | KKRV - Data Collection Product Drilldown    | 1     |
| Finance Reporting Officer | KKRV - Data Collection Product Drilldown    | 1     |
| Financial & Accounting Su | KKRV - Data Collection Product Drilldown    | 1     |
| Financial Control Departm | KKRV - Data Collection Product Drilldown    | 1     |
| Financial Reporting Manag | KKRV - Data Collection Product Drilldown    | 1     |
| Financial Reporting Offic | KKRV - Data Collection Product Drilldown    | 1     |
| Financial Reporting Senio | KKRV - Data Collection Product Drilldown    | 1     |
| Financial Reporting Super | KKRV - Data Collection Product Drilldown    | 1     |
| Gen. Accounting Superviso | KKRV - Data Collection Product Drilldown    | 1     |
| Managerial Reporting Supe | KKRV - Data Collection Product Drilldown    | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| MGM_REP                   | KKRV - Data Collection Product Drilldown   | 1     |
| Mgt Reporting & Budget Se | KKRV - Data Collection Product Drilldown   | 1     |
| President Director        | KKRV - Data Collection Product Drilldown   | 1     |
| Accounting Administrator  | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Accounting Manager        | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Accounting Officer        | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| AP & AR Control Superviso | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Budget & Control Supervis | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Budget Officer            | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Finance & Adm General Man | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Finance Admin             | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Finance Rep. & Analyst Ma | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Finance Reporting Officer | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Financial & Accounting Su | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Financial Control Departm | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Financial Reporting Manag | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Financial Reporting Offic | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Financial Reporting Senio | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Financial Reporting Super | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Gen. Accounting Superviso | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Managerial Reporting Supe | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| MGM_REP                   | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| Mgt Reporting & Budget Se | KKS1 - Variances - Product Cost by Lot (C) | 1     |
| President Director        | KKS1 - Variances - Product Cost by Lot (C) | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Accounting Administrator  | KKS2 - Variances - Product Cost by Lot       | 1     |
| Accounting Manager        | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Accounting Officer        | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| AP & AR Control Superviso | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Finance Admin             | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Finance Rep. & Analyst Ma | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Finance Reporting Officer | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Financial & Accounting Su | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Financial Control Departm | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Financial Reporting Manag | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Financial Reporting Offic | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Financial Reporting Senio | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Financial Reporting Super | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| Gen. Accounting Superviso | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| President Director        | KKS2 - Variances - Product Cost by Lot (I)   | 1     |
| External Auditor          | KL03 - Display Activity Type                 | 1     |
| Finance Reporting Officer | KL03 - Display Activity Type                 | 1     |
| Financial Reporting Manag | KL03 - Display Activity Type                 | 1     |
| Financial Reporting Offic | KL03 - Display Activity Type                 | 1     |
| Financial Reporting Senio | KL03 - Display Activity Type                 | 1     |
| Internal Auditor          | KL03 - Display Activity Type                 | 1     |
| SAP Support               | KL03 - Display Activity Type                 | 1     |
| External Auditor          | KL13 - Activity Types: Master Data<br>Report | 1     |
| Finance Reporting Officer | KL13 - Activity Types: Master Data<br>Report | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | KL13 - Activity Types: Master Data<br>Report | 1     |
| Financial Reporting Offic | KL13 - Activity Types: Master Data<br>Report | 1     |
| Financial Reporting Senio | KL13 - Activity Types: Master Data<br>Report | 1     |
| Internal Auditor          | KL13 - Activity Types: Master Data<br>Report | 1     |
| SAP Support               | KL13 - Activity Types: Master Data<br>Report | 1     |
| SAP Support               | KO01 - Create Internal Order                 | 1     |
| SAP Support               | KO02 - Change Order                          | 1     |
| Accounting Administrator  | KO03 - Display Internal Order                | 1     |
| Accounting Manager        | KO03 - Display Internal Order                | 1     |
| Accounting Officer        | KO03 - Display Internal Order                | 1     |
| AP & AR Control Superviso | KO03 - Display Internal Order                | 1     |
| Budget & Control Supervis | KO03 - Display Internal Order                | 1     |
| Budget Officer            | KO03 - Display Internal Order                | 1     |
| External Auditor          | KO03 - Display Internal Order                | 1     |
| Finance & Adm General Man | KO03 - Display Internal Order                | 1     |
| Finance Admin             | KO03 - Display Internal Order                | 1     |
| Finance Rep. & Analyst Ma | KO03 - Display Internal Order                | 1     |
| Finance Reporting Officer | KO03 - Display Internal Order                | 1     |
| Financial & Accounting Su | KO03 - Display Internal Order                | 1     |
| Financial Control Departm | KO03 - Display Internal Order                | 1     |
| Financial Reporting Manag | KO03 - Display Internal Order                | 1     |
| Financial Reporting Offic | KO03 - Display Internal Order                | 1     |
| Financial Reporting Senio | KO03 - Display Internal Order                | 1     |
| Financial Reporting Super | KO03 - Display Internal Order                | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Gen. Accounting Superviso | KO03 - Display Internal Order | 1     |
| Internal Auditor          | KO03 - Display Internal Order | 1     |
| Managerial Reporting Supe | KO03 - Display Internal Order | 1     |
| MGM_REP                   | KO03 - Display Internal Order | 1     |
| Mgt Reporting & Budget Se | KO03 - Display Internal Order | 1     |
| President Director        | KO03 - Display Internal Order | 1     |
| SAP Support               | KO03 - Display Internal Order | 1     |
| Accounting Officer        | KO22 - Change Order Budget    | 1     |
| Budget & Control Supervis | KO22 - Change Order Budget    | 1     |
| Budget Officer            | KO22 - Change Order Budget    | 1     |
| Finance & Adm General Man | KO22 - Change Order Budget    | 1     |
| Finance Admin             | KO22 - Change Order Budget    | 1     |
| Finance Reporting Officer | KO22 - Change Order Budget    | 1     |
| Financial & Accounting Su | KO22 - Change Order Budget    | 1     |
| Financial Control Departm | KO22 - Change Order Budget    | 1     |
| Financial Reporting Manag | KO22 - Change Order Budget    | 1     |
| Financial Reporting Offic | KO22 - Change Order Budget    | 1     |
| Financial Reporting Super | KO22 - Change Order Budget    | 1     |
| Managerial Reporting Supe | KO22 - Change Order Budget    | 1     |
| MGM_REP                   | KO22 - Change Order Budget    | 1     |
| Mgt Reporting & Budget Se | KO22 - Change Order Budget    | 1     |
| External Auditor          | KO23 - Display Order Budget   | 1     |
| Finance Reporting Officer | KO23 - Display Order Budget   | 1     |
| Financial Reporting Manag | KO23 - Display Order Budget   | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | KO23 - Display Order Budget                 | 1     |
| Financial Reporting Senio | KO23 - Display Order Budget                 | 1     |
| Internal Auditor          | KO23 - Display Order Budget                 | 1     |
| SAP Support               | KO23 - Display Order Budget                 | 1     |
| Accounting Manager        | KO88 - Actual Settlement: Order             | 1     |
| Accounting Officer        | KO88 - Actual Settlement: Order             | 1     |
| AP & AR Control Superviso | KO88 - Actual Settlement: Order             | 1     |
| Finance Admin             | KO88 - Actual Settlement: Order             | 1     |
| Finance Rep. & Analyst Ma | KO88 - Actual Settlement: Order             | 1     |
| Finance Reporting Officer | KO88 - Actual Settlement: Order             | 1     |
| Financial & Accounting Su | KO88 - Actual Settlement: Order             | 1     |
| Financial Control Departm | KO88 - Actual Settlement: Order             | 1     |
| Financial Reporting Manag | KO88 - Actual Settlement: Order             | 1     |
| Financial Reporting Offic | KO88 - Actual Settlement: Order             | 1     |
| Financial Reporting Senio | KO88 - Actual Settlement: Order             | 1     |
| Financial Reporting Super | KO88 - Actual Settlement: Order             | 1     |
| President Director        | KO88 - Actual Settlement: Order             | 1     |
| Asset Officer             | KO8B - Display Settlement Document          | 1     |
| Building & General Asset  | KO8B - Display Settlement Document          | 1     |
| Elect. P & C Engineer     | KO8B - Display Settlement Document          | 1     |
| Mech. P & C Engineer      | KO8B - Display Settlement Document          | 1     |
| Accounting Manager        | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Accounting Officer        | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| AP & AR Control Superviso | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Finance Admin             | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Finance Rep. & Analyst Ma | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Finance Reporting Officer | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Financial & Accounting Su | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Financial Control Departm | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Financial Reporting Manag | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Financial Reporting Offic | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Financial Reporting Senio | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Financial Reporting Super | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| President Director        | KO8G - Act. Settlment: Int/Maint.<br>Orders | 1     |
| Asset Officer             | KOB1 - Orders: Actual Line Items            | 1     |
| Building & General Asset  | KOB1 - Orders: Actual Line Items            | 1     |
| Elect. P & C Engineer     | KOB1 - Orders: Actual Line Items            | 1     |
| Electrical Supervisor     | KOB1 - Orders: Actual Line Items            | 1     |
| External Auditor          | KOB1 - Orders: Actual Line Items            | 1     |
| Finance Reporting Officer | KOB1 - Orders: Actual Line Items            | 1     |
| Financial Reporting Manag | KOB1 - Orders: Actual Line Items            | 1     |
| Financial Reporting Offic | KOB1 - Orders: Actual Line Items            | 1     |
| Financial Reporting Senio | KOB1 - Orders: Actual Line Items            | 1     |
| Internal Auditor          | KOB1 - Orders: Actual Line Items            | 1     |
| Mech & Elect Superintende | KOB1 - Orders: Actual Line Items            | 1     |
| Mech. P & C Engineer      | KOB1 - Orders: Actual Line Items            | 1     |
| Mechanical Supervisor     | KOB1 - Orders: Actual Line Items            | 1     |
| P&C Superintendent        | KOB1 - Orders: Actual Line Items            | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Plant Maintenance Officer | KOB1 - Orders: Actual Line Items              | 1     |
| SAP Support               | KOB1 - Orders: Actual Line Items              | 1     |
| External Auditor          | KOB3 - Orders: Variance Line Items            | 1     |
| Finance Reporting Officer | KOB3 - Orders: Variance Line Items            | 1     |
| Financial Reporting Manag | KOB3 - Orders: Variance Line Items            | 1     |
| Financial Reporting Offic | KOB3 - Orders: Variance Line Items            | 1     |
| Financial Reporting Senio | KOB3 - Orders: Variance Line Items            | 1     |
| Internal Auditor          | KOB3 - Orders: Variance Line Items            | 1     |
| SAP Support               | KOB3 - Orders: Variance Line Items            | 1     |
| External Auditor          | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| Finance Reporting Officer | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| Financial Reporting Manag | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| Financial Reporting Offic | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| Financial Reporting Senio | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| Internal Auditor          | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| SAP Support               | KOB5 - Orders: Maint. Line Item<br>Settlement | 1     |
| External Auditor          | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| Finance Reporting Officer | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| Financial Reporting Manag | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| Financial Reporting Offic | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| Financial Reporting Senio | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| Internal Auditor          | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| SAP Support               | KOB8 - Orders: WIP/Results Anal. Line Items   | 1     |
| Accounting Administrator  | KOH1 - Create Order Group                     | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Accounting Manager        | KOH1 - Create Order Group | 1     |
| Accounting Officer        | KOH1 - Create Order Group | 1     |
| AP & AR Control Superviso | KOH1 - Create Order Group | 1     |
| Finance Admin             | KOH1 - Create Order Group | 1     |
| Finance Rep. & Analyst Ma | KOH1 - Create Order Group | 1     |
| Finance Reporting Officer | KOH1 - Create Order Group | 1     |
| Financial & Accounting Su | KOH1 - Create Order Group | 1     |
| Financial Control Departm | KOH1 - Create Order Group | 1     |
| Financial Reporting Manag | KOH1 - Create Order Group | 1     |
| Financial Reporting Offic | KOH1 - Create Order Group | 1     |
| Financial Reporting Senio | KOH1 - Create Order Group | 1     |
| Financial Reporting Super | KOH1 - Create Order Group | 1     |
| Gen. Accounting Superviso | KOH1 - Create Order Group | 1     |
| Accounting Administrator  | KOH2 - Change Order Group | 1     |
| Accounting Manager        | KOH2 - Change Order Group | 1     |
| Accounting Officer        | KOH2 - Change Order Group | 1     |
| AP & AR Control Superviso | KOH2 - Change Order Group | 1     |
| Finance Admin             | KOH2 - Change Order Group | 1     |
| Finance Rep. & Analyst Ma | KOH2 - Change Order Group | 1     |
| Finance Reporting Officer | KOH2 - Change Order Group | 1     |
| Financial & Accounting Su | KOH2 - Change Order Group | 1     |
| Financial Control Departm | KOH2 - Change Order Group | 1     |
| Financial Reporting Manag | KOH2 - Change Order Group | 1     |
| Financial Reporting Offic | KOH2 - Change Order Group | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | KOH2 - Change Order Group               | 1     |
| Financial Reporting Super | KOH2 - Change Order Group               | 1     |
| Gen. Accounting Superviso | KOH2 - Change Order Group               | 1     |
| Accounting Administrator  | KOH3 - Display Order Group              | 1     |
| Accounting Manager        | KOH3 - Display Order Group              | 1     |
| Accounting Officer        | KOH3 - Display Order Group              | 1     |
| AP & AR Control Superviso | KOH3 - Display Order Group              | 1     |
| External Auditor          | KOH3 - Display Order Group              | 1     |
| Finance Admin             | KOH3 - Display Order Group              | 1     |
| Finance Rep. & Analyst Ma | KOH3 - Display Order Group              | 1     |
| Finance Reporting Officer | KOH3 - Display Order Group              | 1     |
| Financial & Accounting Su | KOH3 - Display Order Group              | 1     |
| Financial Control Departm | KOH3 - Display Order Group              | 1     |
| Financial Reporting Manag | KOH3 - Display Order Group              | 1     |
| Financial Reporting Offic | KOH3 - Display Order Group              | 1     |
| Financial Reporting Senio | KOH3 - Display Order Group              | 1     |
| Financial Reporting Super | KOH3 - Display Order Group              | 1     |
| Gen. Accounting Superviso | KOH3 - Display Order Group              | 1     |
| Internal Auditor          | KOH3 - Display Order Group              | 1     |
| President Director        | KOH3 - Display Order Group              | 1     |
| SAP Support               | KOH3 - Display Order Group              | 1     |
| Accounting Administrator  | KOK5 - Master Data List Internal Orders | 1     |
| Accounting Manager        | KOK5 - Master Data List Internal Orders | 1     |
| Accounting Officer        | KOK5 - Master Data List Internal Orders | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| AP & AR Control Superviso | KOK5 - Master Data List Internal Orders            | 1     |
| AP Controller             | KOK5 - Master Data List Internal Orders            | 1     |
| External Auditor          | KOK5 - Master Data List Internal Orders            | 1     |
| Finance Admin             | KOK5 - Master Data List Internal Orders            | 1     |
| Finance Rep. & Analyst Ma | KOK5 - Master Data List Internal Orders            | 1     |
| Finance Reporting Officer | KOK5 - Master Data List Internal Orders            | 1     |
| Financial & Accounting Su | KOK5 - Master Data List Internal Orders            | 1     |
| Financial Control Departm | KOK5 - Master Data List Internal Orders            | 1     |
| Financial Reporting Manag | KOK5 - Master Data List Internal Orders            | 1     |
| Financial Reporting Offic | KOK5 - Master Data List Internal Orders            | 1     |
| Financial Reporting Senio | KOK5 - Master Data List Internal Orders            | 1     |
| Financial Reporting Super | KOK5 - Master Data List Internal Orders            | 1     |
| Gen. Accounting Superviso | KOK5 - Master Data List Internal Orders            | 1     |
| Internal Auditor          | KOK5 - Master Data List Internal Orders            | 1     |
| President Director        | KOK5 - Master Data List Internal Orders            | 1     |
| SAP Support               | KOK5 - Master Data List Internal Orders            | 1     |
| Accounting Administrator  | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| Accounting Manager        | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| Accounting Officer        | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| AP & AR Control Superviso | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| Finance & Adm General Man | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| Finance Admin             | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| Finance Rep. & Analyst Ma | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |
| Finance Reporting Officer | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Financial Control Departm | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Financial Reporting Manag | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Financial Reporting Offic | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Financial Reporting Senio | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Financial Reporting Super | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Gen. Accounting Superviso | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| Mgt Reporting & Budget Se | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| President Director        | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| SAP Support               | KOSRLIST_PR - Projects/Nets: Coll. Displ.SettRules  | 1     |
| External Auditor          | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| Finance Reporting Officer | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| Financial Reporting Manag | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| Financial Reporting Offic | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| Financial Reporting Senio | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| Internal Auditor          | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| SAP Support               | KOT2_FUNCAREA - Functional Area<br>Order Types (CO) | 1     |
| Accounting Officer        | KP04 - Set Planner Profile                          | 1     |
| Budget & Control Supervis | KP04 - Set Planner Profile                          | 1     |
| Budget Officer            | KP04 - Set Planner Profile                          | 1     |
| Finance & Adm General Man | KP04 - Set Planner Profile                          | 1     |
| Finance Admin             | KP04 - Set Planner Profile                          | 1     |
| Finance Reporting Officer | KP04 - Set Planner Profile                          | 1     |
| Financial & Accounting Su | KP04 - Set Planner Profile                          | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Control Departm | KP04 - Set Planner Profile                  | 1     |
| Financial Reporting Manag | KP04 - Set Planner Profile                  | 1     |
| Financial Reporting Offic | KP04 - Set Planner Profile                  | 1     |
| Financial Reporting Super | KP04 - Set Planner Profile                  | 1     |
| Managerial Reporting Supe | KP04 - Set Planner Profile                  | 1     |
| MGM_REP                   | KP04 - Set Planner Profile                  | 1     |
| Mgt Reporting & Budget Se | KP04 - Set Planner Profile                  | 1     |
| Accounting Officer        | KP06 - Change CElem/Activity Input Planning | 1     |
| Budget & Control Supervis | KP06 - Change CElem/Activity Input Planning | 1     |
| Budget Officer            | KP06 - Change CElem/Activity Input Planning | 1     |
| Finance & Adm General Man | KP06 - Change CElem/Activity Input Planning | 1     |
| Finance Admin             | KP06 - Change CElem/Activity Input Planning | 1     |
| Finance Reporting Officer | KP06 - Change CElem/Activity Input Planning | 1     |
| Financial & Accounting Su | KP06 - Change CElem/Activity Input Planning | 1     |
| Financial Control Departm | KP06 - Change CElem/Activity Input Planning | 1     |
| Financial Reporting Manag | KP06 - Change CElem/Activity Input Planning | 1     |
| Financial Reporting Offic | KP06 - Change CElem/Activity Input Planning | 1     |
| Financial Reporting Super | KP06 - Change CElem/Activity Input Planning | 1     |
| Managerial Reporting Supe | KP06 - Change CElem/Activity Input Planning | 1     |
| MGM_REP                   | KP06 - Change CElem/Activity Input Planning | 1     |
| Mgt Reporting & Budget Se | KP06 - Change CElem/Activity Input Planning | 1     |
| SAP Support               | KP06 - Change CElem/Activity Input Planning | 1     |
| Accounting Officer        | KP07 - Display Planning CElem/Act.<br>Input | 1     |
| Budget & Control Supervis | KP07 - Display Planning CElem/Act.<br>Input | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Budget Officer            | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Finance & Adm General Man | KP07 - Display Planning CElem/Act. Input      | 1     |
| Finance Admin             | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Finance Reporting Officer | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Financial & Accounting Su | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Financial Control Departm | KP07 - Display Planning CElem/Act. Input      | 1     |
| Financial Reporting Manag | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Financial Reporting Offic | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Financial Reporting Super | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Managerial Reporting Supe | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| MGM_REP                   | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Mgt Reporting & Budget Se | KP07 - Display Planning CElem/Act.<br>Input   | 1     |
| Accounting Administrator  | KP26 - Change Plan Data for Activity Types    | 1     |
| Accounting Manager        | KP26 - Change Plan Data for Activity Types    | 1     |
| Accounting Officer        | KP26 - Change Plan Data for Activity<br>Types | 1     |
| AP & AR Control Superviso | KP26 - Change Plan Data for Activity Types    | 1     |
| Budget & Control Supervis | KP26 - Change Plan Data for Activity Types    | 1     |
| Budget Officer            | KP26 - Change Plan Data for Activity Types    | 1     |
| Finance & Adm General Man | KP26 - Change Plan Data for Activity<br>Types | 1     |
| Finance Admin             | KP26 - Change Plan Data for Activity<br>Types | 1     |
| Finance Rep. & Analyst Ma | KP26 - Change Plan Data for Activity<br>Types | 1     |
| Finance Reporting Officer | KP26 - Change Plan Data for Activity<br>Types | 1     |
| Financial & Accounting Su | KP26 - Change Plan Data for Activity<br>Types | 1     |
| Financial Control Departm | KP26 - Change Plan Data for Activity Types    | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | KP26 - Change Plan Data for Activity Types     | 1     |
| Financial Reporting Offic | KP26 - Change Plan Data for Activity Types     | 1     |
| Financial Reporting Senio | KP26 - Change Plan Data for Activity Types     | 1     |
| Financial Reporting Super | KP26 - Change Plan Data for Activity Types     | 1     |
| Gen. Accounting Superviso | KP26 - Change Plan Data for Activity Types     | 1     |
| Managerial Reporting Supe | KP26 - Change Plan Data for Activity Types     | 1     |
| MGM_REP                   | KP26 - Change Plan Data for Activity Types     | 1     |
| Mgt Reporting & Budget Se | KP26 - Change Plan Data for Activity Types     | 1     |
| President Director        | KP26 - Change Plan Data for Activity Types     | 1     |
| SAP Support               | KP26 - Change Plan Data for Activity Types     | 1     |
| Accounting Administrator  | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Accounting Manager        | KP27 - Display Plan Data for Activity Types    | 1     |
| Accounting Officer        | KP27 - Display Plan Data for Activity Types    | 1     |
| AP & AR Control Superviso | KP27 - Display Plan Data for Activity Types    | 1     |
| Finance & Adm General Man | KP27 - Display Plan Data for Activity Types    | 1     |
| Finance Admin             | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Finance Rep. & Analyst Ma | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Finance Reporting Officer | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Financial & Accounting Su | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Financial Control Departm | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Financial Reporting Manag | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Financial Reporting Offic | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Financial Reporting Senio | KP27 - Display Plan Data for Activity<br>Types | 1     |
| Financial Reporting Super | KP27 - Display Plan Data for Activity<br>Types | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Gen. Accounting Superviso | KP27 - Display Plan Data for Activity Types    | 1     |
| Mgt Reporting & Budget Se | KP27 - Display Plan Data for Activity Types    | 1     |
| President Director        | KP27 - Display Plan Data for Activity Types    | 1     |
| SAP Support               | KP66 - Change Cost Planning Layout             | 1     |
| Finance & Adm General Man | KP97 - Copy Planning for Cost Centers          | 1     |
| Mgt Reporting & Budget Se | KP97 - Copy Planning for Cost Centers          | 1     |
| SAP Support               | KP97 - Copy Planning for Cost Centers          | 1     |
| Accounting Officer        | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Budget & Control Supervis | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Budget Officer            | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Finance & Adm General Man | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Finance Admin             | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Finance Reporting Officer | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Financial & Accounting Su | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Financial Control Departm | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Financial Reporting Manag | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Financial Reporting Offic | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Financial Reporting Super | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Managerial Reporting Supe | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| MGM_REP                   | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| Mgt Reporting & Budget Se | KP98 - Copy Actual to Plan for Cost<br>Centers | 1     |
| SAP Support               | KS01 - Create cost center                      | 1     |
| SAP Support               | KS02 - Change cost center                      | 1     |
| SAP Support               | KS03 - Display Cost Center                     | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| SAP Support               | KS04 - Delete cost center                  | 1     |
| Accounting Officer        | KS13 - Cost Centers: Master Data<br>Report | 1     |
| AP Control Superintendent | KS13 - Cost Centers: Master Data<br>Report | 1     |
| AR Control Superintendent | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Budget & Control Supervis | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Budget Officer            | KS13 - Cost Centers: Master Data<br>Report | 1     |
| External Auditor          | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Finance Admin             | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Finance Reporting Officer | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Financial & Accounting Su | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Financial Control Departm | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Financial Reporting Manag | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Financial Reporting Offic | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Financial Reporting Senio | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Financial Reporting Super | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Internal Auditor          | KS13 - Cost Centers: Master Data<br>Report | 1     |
| Managerial Reporting Supe | KS13 - Cost Centers: Master Data<br>Report | 1     |
| MGM_REP                   | KS13 - Cost Centers: Master Data<br>Report | 1     |
| SAP Support               | KS13 - Cost Centers: Master Data<br>Report | 1     |
| SAP Support               | KS14 - Delete Cost Centers                 | 1     |
| Accounting Officer        | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Budget & Control Supervis | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Budget Officer            | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Finance & Adm General Man | KSB1 - Cost Centers: Actual Line Items     | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Admin             | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Finance Reporting Officer | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Financial & Accounting Su | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Financial Control Departm | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Financial Reporting Manag | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Financial Reporting Offic | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Financial Reporting Super | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Managerial Reporting Supe | KSB1 - Cost Centers: Actual Line Items     | 1     |
| MGM_REP                   | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Mgt Reporting & Budget Se | KSB1 - Cost Centers: Actual Line Items     | 1     |
| SAP Support               | KSB1 - Cost Centers: Actual Line Items     | 1     |
| Accounting Officer        | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Budget & Control Supervis | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Budget Officer            | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Finance & Adm General Man | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Finance Admin             | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Finance Reporting Officer | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Financial & Accounting Su | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Financial Control Departm | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Financial Reporting Manag | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Financial Reporting Offic | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Financial Reporting Super | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Managerial Reporting Supe | KSB2 - Cost Centers: Commitment Line Items | 1     |
| MGM_REP                   | KSB2 - Cost Centers: Commitment Line Items | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | KSB2 - Cost Centers: Commitment Line Items | 1     |
| Accounting Administrator  | KSB5 - Controlling Documents: Actual       | 1     |
| Accounting Manager        | KSB5 - Controlling Documents: Actual       | 1     |
| Accounting Officer        | KSB5 - Controlling Documents: Actual       | 1     |
| AP & AR Control Superviso | KSB5 - Controlling Documents: Actual       | 1     |
| Budget & Control Supervis | KSB5 - Controlling Documents: Actual       | 1     |
| Budget Officer            | KSB5 - Controlling Documents: Actual       | 1     |
| Finance & Adm General Man | KSB5 - Controlling Documents: Actual       | 1     |
| Finance Admin             | KSB5 - Controlling Documents: Actual       | 1     |
| Finance Rep. & Analyst Ma | KSB5 - Controlling Documents: Actual       | 1     |
| Finance Reporting Officer | KSB5 - Controlling Documents: Actual       | 1     |
| Financial & Accounting Su | KSB5 - Controlling Documents: Actual       | 1     |
| Financial Control Departm | KSB5 - Controlling Documents: Actual       | 1     |
| Financial Reporting Manag | KSB5 - Controlling Documents: Actual       | 1     |
| Financial Reporting Offic | KSB5 - Controlling Documents: Actual       | 1     |
| Financial Reporting Senio | KSB5 - Controlling Documents: Actual       | 1     |
| Financial Reporting Super | KSB5 - Controlling Documents: Actual       | 1     |
| Gen. Accounting Superviso | KSB5 - Controlling Documents: Actual       | 1     |
| Managerial Reporting Supe | KSB5 - Controlling Documents: Actual       | 1     |
| MGM_REP                   | KSB5 - Controlling Documents: Actual       | 1     |
| Mgt Reporting & Budget Se | KSB5 - Controlling Documents: Actual       | 1     |
| President Director        | KSB5 - Controlling Documents: Actual       | 1     |
| SAP Support               | KSB5 - Controlling Documents: Actual       | 1     |
| Accounting Officer        | KSBP - Cost Centers: Plan Line Items       | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Budget & Control Supervis | KSBP - Cost Centers: Plan Line Items | 1     |
| Budget Officer            | KSBP - Cost Centers: Plan Line Items | 1     |
| Finance & Adm General Man | KSBP - Cost Centers: Plan Line Items | 1     |
| Finance Admin             | KSBP - Cost Centers: Plan Line Items | 1     |
| Finance Reporting Officer | KSBP - Cost Centers: Plan Line Items | 1     |
| Financial & Accounting Su | KSBP - Cost Centers: Plan Line Items | 1     |
| Financial Control Departm | KSBP - Cost Centers: Plan Line Items | 1     |
| Financial Reporting Manag | KSBP - Cost Centers: Plan Line Items | 1     |
| Financial Reporting Offic | KSBP - Cost Centers: Plan Line Items | 1     |
| Financial Reporting Super | KSBP - Cost Centers: Plan Line Items | 1     |
| Managerial Reporting Supe | KSBP - Cost Centers: Plan Line Items | 1     |
| MGM_REP                   | KSBP - Cost Centers: Plan Line Items | 1     |
| Mgt Reporting & Budget Se | KSBP - Cost Centers: Plan Line Items | 1     |
| SAP Support               | KSBP - Cost Centers: Plan Line Items | 1     |
| Accounting Administrator  | KSBT - Cost centers: Activity prices | 1     |
| Accounting Manager        | KSBT - Cost centers: Activity prices | 1     |
| Accounting Officer        | KSBT - Cost centers: Activity prices | 1     |
| AP & AR Control Superviso | KSBT - Cost centers: Activity prices | 1     |
| AP Controller             | KSBT - Cost centers: Activity prices | 1     |
| Budget & Control Supervis | KSBT - Cost centers: Activity prices | 1     |
| Budget Officer            | KSBT - Cost centers: Activity prices | 1     |
| Finance & Adm General Man | KSBT - Cost centers: Activity prices | 1     |
| Finance Admin             | KSBT - Cost centers: Activity prices | 1     |
| Finance Rep. & Analyst Ma | KSBT - Cost centers: Activity prices | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | KSBT - Cost centers: Activity prices     | 1     |
| Financial & Accounting Su | KSBT - Cost centers: Activity prices     | 1     |
| Financial Control Departm | KSBT - Cost centers: Activity prices     | 1     |
| Financial Reporting Manag | KSBT - Cost centers: Activity prices     | 1     |
| Financial Reporting Offic | KSBT - Cost centers: Activity prices     | 1     |
| Financial Reporting Senio | KSBT - Cost centers: Activity prices     | 1     |
| Financial Reporting Super | KSBT - Cost centers: Activity prices     | 1     |
| Gen. Accounting Superviso | KSBT - Cost centers: Activity prices     | 1     |
| Managerial Reporting Supe | KSBT - Cost centers: Activity prices     | 1     |
| MGM_REP                   | KSBT - Cost centers: Activity prices     | 1     |
| Mgt Reporting & Budget Se | KSBT - Cost centers: Activity prices     | 1     |
| President Director        | KSBT - Cost centers: Activity prices     | 1     |
| SAP Support               | KSBT - Cost centers: Activity prices     | 1     |
| SAP Support               | KSH1 - Create Cost Center Group          | 1     |
| SAP Support               | KSH2 - Change Cost Center Group          | 1     |
| Accounting Administrator  | KSH3 - Display Cost Center Group         | 1     |
| Accounting Officer        | KSH3 - Display Cost Center Group         | 1     |
| Finance Admin             | KSH3 - Display Cost Center Group         | 1     |
| Financial & Accounting Su | KSH3 - Display Cost Center Group         | 1     |
| Financial Control Departm | KSH3 - Display Cost Center Group         | 1     |
| Financial Reporting Manag | KSH3 - Display Cost Center Group         | 1     |
| Financial Reporting Super | KSH3 - Display Cost Center Group         | 1     |
| Gen. Accounting Superviso | KSH3 - Display Cost Center Group         | 1     |
| Accounting Administrator  | KSII - Actual Price Determination: CCtrs | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Accounting Manager        | KSII - Actual Price Determination: CCtrs      | 1     |
| Accounting Officer        | KSII - Actual Price Determination: CCtrs      | 1     |
| AP & AR Control Superviso | KSII - Actual Price Determination: CCtrs      | 1     |
| Budget & Control Supervis | KSII - Actual Price Determination: CCtrs      | 1     |
| Budget Officer            | KSII - Actual Price Determination: CCtrs      | 1     |
| Finance & Adm General Man | KSII - Actual Price Determination: CCtrs      | 1     |
| Finance Admin             | KSII - Actual Price Determination: CCtrs      | 1     |
| Finance Rep. & Analyst Ma | KSII - Actual Price Determination: CCtrs      | 1     |
| Finance Reporting Officer | KSII - Actual Price Determination: CCtrs      | 1     |
| Financial & Accounting Su | KSII - Actual Price Determination: CCtrs      | 1     |
| Financial Control Departm | KSII - Actual Price Determination: CCtrs      | 1     |
| Financial Reporting Manag | KSII - Actual Price Determination: CCtrs      | 1     |
| Financial Reporting Offic | KSII - Actual Price Determination: CCtrs      | 1     |
| Financial Reporting Senio | KSII - Actual Price Determination: CCtrs      | 1     |
| Financial Reporting Super | KSII - Actual Price Determination: CCtrs      | 1     |
| Gen. Accounting Superviso | KSII - Actual Price Determination: CCtrs      | 1     |
| Managerial Reporting Supe | KSII - Actual Price Determination: CCtrs      | 1     |
| MGM_REP                   | KSII - Actual Price Determination: CCtrs      | 1     |
| Mgt Reporting & Budget Se | KSII - Actual Price Determination: CCtrs      | 1     |
| President Director        | KSII - Actual Price Determination: CCtrs      | 1     |
| Accounting Administrator  | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Accounting Manager        | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Accounting Officer        | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| AP & AR Control Superviso | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Budget & Control Supervis | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Budget Officer            | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Finance & Adm General Man | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Finance Admin             | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Finance Rep. & Analyst Ma | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Finance Reporting Officer | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Financial & Accounting Su | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Financial Control Departm | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Financial Reporting Manag | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Financial Reporting Offic | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Financial Reporting Senio | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Financial Reporting Super | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Gen. Accounting Superviso | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Managerial Reporting Supe | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| MGM_REP                   | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Mgt Reporting & Budget Se | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| President Director        | KSS2 - Actual Cost Splitting: Cost<br>Centers | 1     |
| Accounting Administrator  | KSU5 - Execute Actual Assessment              | 1     |
| Accounting Manager        | KSU5 - Execute Actual Assessment              | 1     |
| Accounting Officer        | KSU5 - Execute Actual Assessment              | 1     |
| AP & AR Control Superviso | KSU5 - Execute Actual Assessment              | 1     |
| Finance & Adm General Man | KSU5 - Execute Actual Assessment              | 1     |
| Finance Admin             | KSU5 - Execute Actual Assessment              | 1     |
| Finance Rep. & Analyst Ma | KSU5 - Execute Actual Assessment              | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Finance Reporting Officer | KSU5 - Execute Actual Assessment  | 1     |
| Financial & Accounting Su | KSU5 - Execute Actual Assessment  | 1     |
| Financial Control Departm | KSU5 - Execute Actual Assessment  | 1     |
| Financial Reporting Manag | KSU5 - Execute Actual Assessment  | 1     |
| Financial Reporting Offic | KSU5 - Execute Actual Assessment  | 1     |
| Financial Reporting Senio | KSU5 - Execute Actual Assessment  | 1     |
| Financial Reporting Super | KSU5 - Execute Actual Assessment  | 1     |
| Gen. Accounting Superviso | KSU5 - Execute Actual Assessment  | 1     |
| Mgt Reporting & Budget Se | KSU5 - Execute Actual Assessment  | 1     |
| President Director        | KSU5 - Execute Actual Assessment  | 1     |
| Accounting Officer        | KSV1 - Create Actual Distribution | 1     |
| Budget & Control Supervis | KSV1 - Create Actual Distribution | 1     |
| Budget Officer            | KSV1 - Create Actual Distribution | 1     |
| Finance Admin             | KSV1 - Create Actual Distribution | 1     |
| Finance Reporting Officer | KSV1 - Create Actual Distribution | 1     |
| Financial & Accounting Su | KSV1 - Create Actual Distribution | 1     |
| Financial Control Departm | KSV1 - Create Actual Distribution | 1     |
| Financial Reporting Manag | KSV1 - Create Actual Distribution | 1     |
| Financial Reporting Offic | KSV1 - Create Actual Distribution | 1     |
| Financial Reporting Super | KSV1 - Create Actual Distribution | 1     |
| Managerial Reporting Supe | KSV1 - Create Actual Distribution | 1     |
| MGM_REP                   | KSV1 - Create Actual Distribution | 1     |
| SAP Support               | KSV1 - Create Actual Distribution | 1     |
| Accounting Officer        | KSV2 - Change Actual Distribution | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Budget & Control Supervis | KSV2 - Change Actual Distribution  | 1     |
| Budget Officer            | KSV2 - Change Actual Distribution  | 1     |
| Finance Admin             | KSV2 - Change Actual Distribution  | 1     |
| Finance Reporting Officer | KSV2 - Change Actual Distribution  | 1     |
| Financial & Accounting Su | KSV2 - Change Actual Distribution  | 1     |
| Financial Control Departm | KSV2 - Change Actual Distribution  | 1     |
| Financial Reporting Manag | KSV2 - Change Actual Distribution  | 1     |
| Financial Reporting Offic | KSV2 - Change Actual Distribution  | 1     |
| Financial Reporting Super | KSV2 - Change Actual Distribution  | 1     |
| Managerial Reporting Supe | KSV2 - Change Actual Distribution  | 1     |
| MGM_REP                   | KSV2 - Change Actual Distribution  | 1     |
| SAP Support               | KSV2 - Change Actual Distribution  | 1     |
| Accounting Administrator  | KSV3 - Display Actual Distribution | 1     |
| Accounting Manager        | KSV3 - Display Actual Distribution | 1     |
| Accounting Officer        | KSV3 - Display Actual Distribution | 1     |
| AP & AR Control Superviso | KSV3 - Display Actual Distribution | 1     |
| Budget & Control Supervis | KSV3 - Display Actual Distribution | 1     |
| Budget Officer            | KSV3 - Display Actual Distribution | 1     |
| Finance & Adm General Man | KSV3 - Display Actual Distribution | 1     |
| Finance Admin             | KSV3 - Display Actual Distribution | 1     |
| Finance Rep. & Analyst Ma | KSV3 - Display Actual Distribution | 1     |
| Finance Reporting Officer | KSV3 - Display Actual Distribution | 1     |
| Financial & Accounting Su | KSV3 - Display Actual Distribution | 1     |
| Financial Control Departm | KSV3 - Display Actual Distribution | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Manag | KSV3 - Display Actual Distribution | 1     |
| Financial Reporting Offic | KSV3 - Display Actual Distribution | 1     |
| Financial Reporting Senio | KSV3 - Display Actual Distribution | 1     |
| Financial Reporting Super | KSV3 - Display Actual Distribution | 1     |
| Gen. Accounting Superviso | KSV3 - Display Actual Distribution | 1     |
| Managerial Reporting Supe | KSV3 - Display Actual Distribution | 1     |
| MGM_REP                   | KSV3 - Display Actual Distribution | 1     |
| Mgt Reporting & Budget Se | KSV3 - Display Actual Distribution | 1     |
| President Director        | KSV3 - Display Actual Distribution | 1     |
| SAP Support               | KSV3 - Display Actual Distribution | 1     |
| Accounting Administrator  | KSV4 - Delete Actual Distribution  | 1     |
| Accounting Manager        | KSV4 - Delete Actual Distribution  | 1     |
| Accounting Officer        | KSV4 - Delete Actual Distribution  | 1     |
| AP & AR Control Superviso | KSV4 - Delete Actual Distribution  | 1     |
| Finance Admin             | KSV4 - Delete Actual Distribution  | 1     |
| Finance Rep. & Analyst Ma | KSV4 - Delete Actual Distribution  | 1     |
| Finance Reporting Officer | KSV4 - Delete Actual Distribution  | 1     |
| Financial & Accounting Su | KSV4 - Delete Actual Distribution  | 1     |
| Financial Control Departm | KSV4 - Delete Actual Distribution  | 1     |
| Financial Reporting Manag | KSV4 - Delete Actual Distribution  | 1     |
| Financial Reporting Offic | KSV4 - Delete Actual Distribution  | 1     |
| Financial Reporting Senio | KSV4 - Delete Actual Distribution  | 1     |
| Financial Reporting Super | KSV4 - Delete Actual Distribution  | 1     |
| Gen. Accounting Superviso | KSV4 - Delete Actual Distribution  | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| President Director        | KSV4 - Delete Actual Distribution  | 1     |
| Accounting Administrator  | KSV5 - Execute Actual Distribution | 1     |
| Accounting Manager        | KSV5 - Execute Actual Distribution | 1     |
| Accounting Officer        | KSV5 - Execute Actual Distribution | 1     |
| AP & AR Control Superviso | KSV5 - Execute Actual Distribution | 1     |
| Finance & Adm General Man | KSV5 - Execute Actual Distribution | 1     |
| Finance Admin             | KSV5 - Execute Actual Distribution | 1     |
| Finance Rep. & Analyst Ma | KSV5 - Execute Actual Distribution | 1     |
| Finance Reporting Officer | KSV5 - Execute Actual Distribution | 1     |
| Financial & Accounting Su | KSV5 - Execute Actual Distribution | 1     |
| Financial Control Departm | KSV5 - Execute Actual Distribution | 1     |
| Financial Reporting Manag | KSV5 - Execute Actual Distribution | 1     |
| Financial Reporting Offic | KSV5 - Execute Actual Distribution | 1     |
| Financial Reporting Senio | KSV5 - Execute Actual Distribution | 1     |
| Financial Reporting Super | KSV5 - Execute Actual Distribution | 1     |
| Gen. Accounting Superviso | KSV5 - Execute Actual Distribution | 1     |
| Mgt Reporting & Budget Se | KSV5 - Execute Actual Distribution | 1     |
| President Director        | KSV5 - Execute Actual Distribution | 1     |
| Accounting Manager        | KSW3 - Display Periodic Reposting  | 1     |
| Finance & Adm General Man | KSW3 - Display Periodic Reposting  | 1     |
| Finance Rep. & Analyst Ma | KSW3 - Display Periodic Reposting  | 1     |
| Financial Control Departm | KSW3 - Display Periodic Reposting  | 1     |
| Financial Reporting Manag | KSW3 - Display Periodic Reposting  | 1     |
| Mgt Reporting & Budget Se | KSW3 - Display Periodic Reposting  | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Accounting Administrator  | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Accounting Manager        | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Accounting Officer        | KSW5 - Execute Actual Periodic Reposting  | 1     |
| AP & AR Control Superviso | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Budget & Control Supervis | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Budget Officer            | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Finance & Adm General Man | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Finance Admin             | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Finance Rep. & Analyst Ma | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Finance Reporting Officer | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Financial & Accounting Su | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Financial Control Departm | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Financial Reporting Manag | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Financial Reporting Offic | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Financial Reporting Senio | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Financial Reporting Super | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Gen. Accounting Superviso | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Managerial Reporting Supe | KSW5 - Execute Actual Periodic Reposting  | 1     |
| MGM_REP                   | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Mgt Reporting & Budget Se | KSW5 - Execute Actual Periodic Reposting  | 1     |
| President Director        | KSW5 - Execute Actual Periodic Reposting  | 1     |
| Accounting Officer        | KSWB - Execute Plan Periodic<br>Reposting | 1     |
| Budget & Control Supervis | KSWB - Execute Plan Periodic<br>Reposting | 1     |
| Budget Officer            | KSWB - Execute Plan Periodic<br>Reposting | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | KSWB - Execute Plan Periodic Reposting       | 1     |
| Finance Admin             | KSWB - Execute Plan Periodic Reposting       | 1     |
| Finance Reporting Officer | KSWB - Execute Plan Periodic Reposting       | 1     |
| Financial & Accounting Su | KSWB - Execute Plan Periodic Reposting       | 1     |
| Financial Control Departm | KSWB - Execute Plan Periodic Reposting       | 1     |
| Financial Reporting Manag | KSWB - Execute Plan Periodic Reposting       | 1     |
| Financial Reporting Offic | KSWB - Execute Plan Periodic Reposting       | 1     |
| Financial Reporting Super | KSWB - Execute Plan Periodic Reposting       | 1     |
| Managerial Reporting Supe | KSWB - Execute Plan Periodic Reposting       | 1     |
| MGM_REP                   | KSWB - Execute Plan Periodic Reposting       | 1     |
| Mgt Reporting & Budget Se | KSWB - Execute Plan Periodic Reposting       | 1     |
| Accounting Manager        | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Accounting Officer        | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| AP & AR Control Superviso | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Finance Admin             | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Finance Rep. & Analyst Ma | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Finance Reporting Officer | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Financial & Accounting Su | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Financial Control Departm | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Financial Reporting Manag | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Financial Reporting Offic | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Financial Reporting Senio | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| Financial Reporting Super | KVBI - Sales Documents: Line Items<br>Actual | 1     |
| President Director        | KVBI - Sales Documents: Line Items<br>Actual | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| External Auditor          | LI05 - Inventory History for Storage Bin    | 1     |
| Finance Reporting Officer | LI05 - Inventory History for Storage Bin    | 1     |
| Financial Reporting Manag | LI05 - Inventory History for Storage Bin    | 1     |
| Financial Reporting Offic | LI05 - Inventory History for Storage Bin    | 1     |
| Financial Reporting Senio | LI05 - Inventory History for Storage Bin    | 1     |
| Internal Auditor          | LI05 - Inventory History for Storage Bin    | 1     |
| SAP Support               | LI05 - Inventory History for Storage Bin    | 1     |
| External Auditor          | LI15 - Evaluation of quant inventory        | 1     |
| Finance Reporting Officer | LI15 - Evaluation of quant inventory        | 1     |
| Financial Reporting Manag | LI15 - Evaluation of quant inventory        | 1     |
| Financial Reporting Offic | LI15 - Evaluation of quant inventory        | 1     |
| Financial Reporting Senio | LI15 - Evaluation of quant inventory        | 1     |
| Internal Auditor          | LI15 - Evaluation of quant inventory        | 1     |
| SAP Support               | LI15 - Evaluation of quant inventory        | 1     |
| Accounting Administrator  | LSMW - Legacy System Migration<br>Workbench | 1     |
| Accounting Officer        | LSMW - Legacy System Migration<br>Workbench | 1     |
| Budget & Control Supervis | LSMW - Legacy System Migration<br>Workbench | 1     |
| Budget Officer            | LSMW - Legacy System Migration<br>Workbench | 1     |
| Comp.Benefit Admin        | LSMW - Legacy System Migration<br>Workbench | 1     |
| Comp.Benefit HR Berau Off | LSMW - Legacy System Migration<br>Workbench | 1     |
| Comp.Benefit HR Berau Sup | LSMW - Legacy System Migration<br>Workbench | 1     |
| Finance & Adm General Man | LSMW - Legacy System Migration<br>Workbench | 1     |
| Finance Admin             | LSMW - Legacy System Migration<br>Workbench | 1     |
| Finance Reporting Officer | LSMW - Legacy System Migration Workbench    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Financial Control Departm | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Financial Reporting Manag | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Financial Reporting Offic | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Financial Reporting Super | LSMW - Legacy System Migration<br>Workbench   | 1     |
| GA Staff JKT              | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Gen. Accounting Superviso | LSMW - Legacy System Migration<br>Workbench   | 1     |
| HR & GA Manager - JKT     | LSMW - Legacy System Migration<br>Workbench   | 1     |
| HR System Support Officer | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Managerial Reporting Supe | LSMW - Legacy System Migration<br>Workbench   | 1     |
| MGM_REP                   | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Mgt Reporting & Budget Se | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Payroll Admin             | LSMW - Legacy System Migration<br>Workbench   | 1     |
| Payroll Officer           | LSMW - Legacy System Migration<br>Workbench   | 1     |
| SAP Support               | LSMW - Legacy System Migration<br>Workbench   | 1     |
| PQDC Officer              | LT64 - Single Entry of Actual Data            | 1     |
| External Auditor          | LX17 - List of Inventory Differences          | 1     |
| Finance Reporting Officer | LX17 - List of Inventory Differences          | 1     |
| Financial Reporting Manag | LX17 - List of Inventory Differences          | 1     |
| Financial Reporting Offic | LX17 - List of Inventory Differences          | 1     |
| Financial Reporting Senio | LX17 - List of Inventory Differences          | 1     |
| Internal Auditor          | LX17 - List of Inventory Differences          | 1     |
| SAP Support               | LX17 - List of Inventory Differences          | 1     |
| External Auditor          | LX18 - Statistics of Inventory<br>Differences | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | LX18 - Statistics of Inventory Differences    | 1     |
| Financial Reporting Manag | LX18 - Statistics of Inventory<br>Differences | 1     |
| Financial Reporting Offic | LX18 - Statistics of Inventory<br>Differences | 1     |
| Financial Reporting Senio | LX18 - Statistics of Inventory<br>Differences | 1     |
| Internal Auditor          | LX18 - Statistics of Inventory<br>Differences | 1     |
| SAP Support               | LX18 - Statistics of Inventory<br>Differences | 1     |
| External Auditor          | LX22 - Process Inventory from<br>Overview     | 1     |
| Finance Reporting Officer | LX22 - Process Inventory from<br>Overview     | 1     |
| Financial Reporting Manag | LX22 - Process Inventory from<br>Overview     | 1     |
| Financial Reporting Offic | LX22 - Process Inventory from<br>Overview     | 1     |
| Financial Reporting Senio | LX22 - Process Inventory from<br>Overview     | 1     |
| Internal Auditor          | LX22 - Process Inventory from<br>Overview     | 1     |
| SAP Support               | LX22 - Process Inventory from<br>Overview     | 1     |
| External Auditor          | LX25 - Inventory Status                       | 1     |
| Finance Reporting Officer | LX25 - Inventory Status                       | 1     |
| Financial Reporting Manag | LX25 - Inventory Status                       | 1     |
| Financial Reporting Offic | LX25 - Inventory Status                       | 1     |
| Financial Reporting Senio | LX25 - Inventory Status                       | 1     |
| Internal Auditor          | LX25 - Inventory Status                       | 1     |
| SAP Support               | LX25 - Inventory Status                       | 1     |
| External Auditor          | LX36 - Archived Inventory Histories           | 1     |
| Finance Reporting Officer | LX36 - Archived Inventory Histories           | 1     |
| Financial Reporting Manag | LX36 - Archived Inventory Histories           | 1     |
| Financial Reporting Offic | LX36 - Archived Inventory Histories           | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Senio | LX36 - Archived Inventory Histories | 1     |
| Internal Auditor          | LX36 - Archived Inventory Histories | 1     |
| SAP Support               | LX36 - Archived Inventory Histories | 1     |
| Default position          | MB01 - Post Goods Receipt for PO    | 1     |
| Logistic GL               | MB01 - Post Goods Receipt for PO    | 1     |
| Logistic GL Parts         | MB01 - Post Goods Receipt for PO    | 1     |
| Logistic Officer          | MB01 - Post Goods Receipt for PO    | 1     |
| Logistic Section Head     | MB01 - Post Goods Receipt for PO    | 1     |
| Logistic Supervisor       | MB01 - Post Goods Receipt for PO    | 1     |
| Warehouse Crew            | MB01 - Post Goods Receipt for PO    | 1     |
| Accounting Officer        | MB02 - Change Material Document     | 1     |
| Budget & Control Supervis | MB02 - Change Material Document     | 1     |
| Budget Officer            | MB02 - Change Material Document     | 1     |
| Finance & Adm General Man | MB02 - Change Material Document     | 1     |
| Finance Admin             | MB02 - Change Material Document     | 1     |
| Finance Reporting Officer | MB02 - Change Material Document     | 1     |
| Financial & Accounting Su | MB02 - Change Material Document     | 1     |
| Financial Control Departm | MB02 - Change Material Document     | 1     |
| Financial Reporting Manag | MB02 - Change Material Document     | 1     |
| Financial Reporting Offic | MB02 - Change Material Document     | 1     |
| Financial Reporting Super | MB02 - Change Material Document     | 1     |
| Managerial Reporting Supe | MB02 - Change Material Document     | 1     |
| MGM_REP                   | MB02 - Change Material Document     | 1     |
| Mgt Reporting & Budget Se | MB02 - Change Material Document     | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Account Officer           | MB03 - Display Material Document | 1     |
| Account Receivable Office | MB03 - Display Material Document | 1     |
| Accounting & Tax Officer  | MB03 - Display Material Document | 1     |
| Accounting Administrator  | MB03 - Display Material Document | 1     |
| Accounting Manager        | MB03 - Display Material Document | 1     |
| Accounting Officer        | MB03 - Display Material Document | 1     |
| Admin & Data Processing S | MB03 - Display Material Document | 1     |
| Admin Doc. Filling        | MB03 - Display Material Document | 1     |
| Administration Staff      | MB03 - Display Material Document | 1     |
| AP & AR Control Superviso | MB03 - Display Material Document | 1     |
| AP Control Manager        | MB03 - Display Material Document | 1     |
| AP Control Superintendent | MB03 - Display Material Document | 1     |
| AP Controller             | MB03 - Display Material Document | 1     |
| AP Officer                | MB03 - Display Material Document | 1     |
| AR Control Manager        | MB03 - Display Material Document | 1     |
| AR Control Superintendent | MB03 - Display Material Document | 1     |
| AR NON Trade Control Serv | MB03 - Display Material Document | 1     |
| AR Officer                | MB03 - Display Material Document | 1     |
| AR Trade Control Service  | MB03 - Display Material Document | 1     |
| Area 1 Marketing & S. man | MB03 - Display Material Document | 1     |
| Area 2 Marketing & S. man | MB03 - Display Material Document | 1     |
| Area 3 Marketing & S. man | MB03 - Display Material Document | 1     |
| Asset Officer             | MB03 - Display Material Document | 1     |
| Bank & Trade Finance Mana | MB03 - Display Material Document | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| Bank Rels. Officer & Cash       | MB03 - Display Material Document | 1     |
| Binungan Mine Operation A       | MB03 - Display Material Document | 1     |
| Budget & Control Supervis       | MB03 - Display Material Document | 1     |
| Budget Officer                  | MB03 - Display Material Document | 1     |
| Building & General Asset        | MB03 - Display Material Document | 1     |
| Business Analyst Manager        | MB03 - Display Material Document | 1     |
| Cash Management Administration  | MB03 - Display Material Document | 1     |
| Cash Management Officer         | MB03 - Display Material Document | 1     |
| Claim & Compensation Admi       | MB03 - Display Material Document | 1     |
| Coal Handling Inf. Dev. &       | MB03 - Display Material Document | 1     |
| Coal Mining Dept. Head          | MB03 - Display Material Document | 1     |
| ComDev Admin & Logistic         | MB03 - Display Material Document | 1     |
| Commuication & Relation Officer | MB03 - Display Material Document | 1     |
| Community Rel Admin Suppo       | MB03 - Display Material Document | 1     |
| Comp.Benefit Admin              | MB03 - Display Material Document | 1     |
| Comp.Benefit HR Berau Off       | MB03 - Display Material Document | 1     |
| Comp.Benefit HR Berau Sup       | MB03 - Display Material Document | 1     |
| Compensation & Benefits A       | MB03 - Display Material Document | 1     |
| Contract & Doc. Control O       | MB03 - Display Material Document | 1     |
| Contract Management Engin       | MB03 - Display Material Document | 1     |
| Corporate Affair Manager        | MB03 - Display Material Document | 1     |
| Corporate Affairs Officer       | MB03 - Display Material Document | 1     |
| Corporate Communication G       | MB03 - Display Material Document | 1     |
| Corporate Legal Manager         | MB03 - Display Material Document | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Corporate Legal Senior Ma | MB03 - Display Material Document | 1     |
| Corporate Secretary Manag | MB03 - Display Material Document | 1     |
| Corporate Support Senior  | MB03 - Display Material Document | 1     |
| Cost Estimator & Control  | MB03 - Display Material Document | 1     |
| CPP & Hauling Road Superv | MB03 - Display Material Document | 1     |
| CPP Superintendent        | MB03 - Display Material Document | 1     |
| CPP Supervisor            | MB03 - Display Material Document | 1     |
| Crewing Officer           | MB03 - Display Material Document | 1     |
| Default position          | MB03 - Display Material Document | 1     |
| Elect. P & C Engineer     | MB03 - Display Material Document | 1     |
| Electrical Supervisor     | MB03 - Display Material Document | 1     |
| EMS Area 1 Manager        | MB03 - Display Material Document | 1     |
| Energy Management Serv. G | MB03 - Display Material Document | 1     |
| Engineering Manager       | MB03 - Display Material Document | 1     |
| Environment Manager       | MB03 - Display Material Document | 1     |
| ER & LM Admin Officer     | MB03 - Display Material Document | 1     |
| ER & OHSE Training Manage | MB03 - Display Material Document | 1     |
| Executive Secretary       | MB03 - Display Material Document | 1     |
| External Auditor          | MB03 - Display Material Document | 1     |
| External Relation & Land  | MB03 - Display Material Document | 1     |
| External SAP Consultant   | MB03 - Display Material Document | 1     |
| Finacial Accounting Staff | MB03 - Display Material Document | 1     |
| Finance & Adm General Man | MB03 - Display Material Document | 1     |
| Finance Admin             | MB03 - Display Material Document | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance Analyst           | MB03 - Display Material Document | 1     |
| Finance Deputy Director   | MB03 - Display Material Document | 1     |
| Finance Rep. & Analyst Ma | MB03 - Display Material Document | 1     |
| Finance Reporting Officer | MB03 - Display Material Document | 1     |
| Financial & Accounting Su | MB03 - Display Material Document | 1     |
| Financial Accounting Bera | MB03 - Display Material Document | 1     |
| Financial Accounting Jaka | MB03 - Display Material Document | 1     |
| Financial Control Departm | MB03 - Display Material Document | 1     |
| Financial Reporting Manag | MB03 - Display Material Document | 1     |
| Financial Reporting Offic | MB03 - Display Material Document | 1     |
| Financial Reporting Senio | MB03 - Display Material Document | 1     |
| Financial Reporting Super | MB03 - Display Material Document | 1     |
| GA Admin                  | MB03 - Display Material Document | 1     |
| GA Officer                | MB03 - Display Material Document | 1     |
| GA Service Supervisor     | MB03 - Display Material Document | 1     |
| GA Staff JKT              | MB03 - Display Material Document | 1     |
| GA Supervisor             | MB03 - Display Material Document | 1     |
| Gen. Accounting Superviso | MB03 - Display Material Document | 1     |
| Gen. Service & Logistic G | MB03 - Display Material Document | 1     |
| General Affair Berau Supe | MB03 - Display Material Document | 1     |
| General Affair Manager    | MB03 - Display Material Document | 1     |
| Geology & Exploration Man | MB03 - Display Material Document | 1     |
| Geology & Exploration Sup | MB03 - Display Material Document | 1     |
| Geotechnic & Hydrology Ma | MB03 - Display Material Document | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| H.S.E General Manager     | MB03 - Display Material Document | 1     |
| HO Support Service Superv | MB03 - Display Material Document | 1     |
| HO Support Superintendent | MB03 - Display Material Document | 1     |
| HR & GA Manager - JKT     | MB03 - Display Material Document | 1     |
| HR Development Manager    | MB03 - Display Material Document | 1     |
| HR System Support Officer | MB03 - Display Material Document | 1     |
| HRGA General Manager      | MB03 - Display Material Document | 1     |
| HSE General Admin         | MB03 - Display Material Document | 1     |
| Industrial Relation Coord | MB03 - Display Material Document | 1     |
| Industrial Relation Offic | MB03 - Display Material Document | 1     |
| Infrastructure Dev. Plan  | MB03 - Display Material Document | 1     |
| Internal Audit            | MB03 - Display Material Document | 1     |
| Internal Audit Manager    | MB03 - Display Material Document | 1     |
| Internal Auditor          | MB03 - Display Material Document | 1     |
| IR & Welfare Superintende | MB03 - Display Material Document | 1     |
| IT & MIS General Manager  | MB03 - Display Material Document | 1     |
| IT Manager                | MB03 - Display Material Document | 1     |
| Land Acquisition & Manage | MB03 - Display Material Document | 1     |
| Lati Mine Opertaion Manag | MB03 - Display Material Document | 1     |
| Lati Port Supervisor      | MB03 - Display Material Document | 1     |
| Legal & Compliance Admin  | MB03 - Display Material Document | 1     |
| Legal Officer             | MB03 - Display Material Document | 1     |
| LMO Admin Planner         | MB03 - Display Material Document | 1     |
| Logistic GL               | MB03 - Display Material Document | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Logistic GL Parts         | MB03 - Display Material Document | 1     |
| Logistic Manager          | MB03 - Display Material Document | 1     |
| Logistic Officer          | MB03 - Display Material Document | 1     |
| Logistic Section Head     | MB03 - Display Material Document | 1     |
| Logistic Supervisor       | MB03 - Display Material Document | 1     |
| Managerial Reporting Supe | MB03 - Display Material Document | 1     |
| Marine Support Officer    | MB03 - Display Material Document | 1     |
| Marketing & Transp. Admin | MB03 - Display Material Document | 1     |
| Marketing & transp. Direc | MB03 - Display Material Document | 1     |
| Marketing & transp.Deputy | MB03 - Display Material Document | 1     |
| Marketing Support Officer | MB03 - Display Material Document | 1     |
| Mech & Elect Superintende | MB03 - Display Material Document | 1     |
| Mech. P & C Engineer      | MB03 - Display Material Document | 1     |
| Mechanical Supervisor     | MB03 - Display Material Document | 1     |
| MGM_REP                   | MB03 - Display Material Document | 1     |
| Mgt Reporting & Budget Se | MB03 - Display Material Document | 1     |
| Mine Closure Manager      | MB03 - Display Material Document | 1     |
| Mine Contract Management  | MB03 - Display Material Document | 1     |
| Mine Contract Mgmt & T.S  | MB03 - Display Material Document | 1     |
| Mine Dev & Geology Genera | MB03 - Display Material Document | 1     |
| Mine Plan & Control Manag | MB03 - Display Material Document | 1     |
| Mine Superintendent       | MB03 - Display Material Document | 1     |
| Mining General Manager    | MB03 - Display Material Document | 1     |
| MIS Manager               | MB03 - Display Material Document | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| O.H.S. Manager                  | MB03 - Display Material Document | 1     |
| Operation Deputy Director       | MB03 - Display Material Document | 1     |
| Operation Director              | MB03 - Display Material Document | 1     |
| Operation Support Service       | MB03 - Display Material Document | 1     |
| P&C Superintendent              | MB03 - Display Material Document | 1     |
| P. Quality & D. Control M       | MB03 - Display Material Document | 1     |
| Payment & Bank Reconsile        | MB03 - Display Material Document | 1     |
| Payroll Admin                   | MB03 - Display Material Document | 1     |
| Payroll Officer                 | MB03 - Display Material Document | 1     |
| Planner Hauling BMO Plant       | MB03 - Display Material Document | 1     |
| Planning & Design Eng.          | MB03 - Display Material Document | 1     |
| Plant Administration Staff      | MB03 - Display Material Document | 1     |
| Plant Maintenance Officer       | MB03 - Display Material Document | 1     |
| Port & Barging Opt. Manag       | MB03 - Display Material Document | 1     |
| Port Engineer                   | MB03 - Display Material Document | 1     |
| PQDC Officer                    | MB03 - Display Material Document | 1     |
| Prapatan Port Supervisor        | MB03 - Display Material Document | 1     |
| President Director              | MB03 - Display Material Document | 1     |
| Procurement Officer             | MB03 - Display Material Document | 1     |
| Procurement Staff               | MB03 - Display Material Document | 1     |
| Production Administration       | MB03 - Display Material Document | 1     |
| Production Administration Staff | MB03 - Display Material Document | 1     |
| Project Administration          | MB03 - Display Material Document | 1     |
| Project Officer                 | MB03 - Display Material Document | 1     |

| HR Position                   | Code Matrix                      | Count |
|-------------------------------|----------------------------------|-------|
| Purchasing Adm. Officer       | MB03 - Display Material Document | 1     |
| Purchasing Manager            | MB03 - Display Material Document | 1     |
| Purchasing Officer            | MB03 - Display Material Document | 1     |
| QHSE System Compliance Ma     | MB03 - Display Material Document | 1     |
| Recruit & Assessment Offi     | MB03 - Display Material Document | 1     |
| Recruitment Officer           | MB03 - Display Material Document | 1     |
| Rental Department Head        | MB03 - Display Material Document | 1     |
| Risk Mgt. Compl. & Policy     | MB03 - Display Material Document | 1     |
| Sambarata Mine Operation      | MB03 - Display Material Document | 1     |
| Sambarata Port Supervisor     | MB03 - Display Material Document | 1     |
| SAP Support                   | MB03 - Display Material Document | 1     |
| Secretary Officer             | MB03 - Display Material Document | 1     |
| Security Manager              | MB03 - Display Material Document | 1     |
| Senior Instruktur             | MB03 - Display Material Document | 1     |
| Shared Service Unit Gener     | MB03 - Display Material Document | 1     |
| SHE Section Head              | MB03 - Display Material Document | 1     |
| Shipment Admin Officer        | MB03 - Display Material Document | 1     |
| Shipping Admin                | MB03 - Display Material Document | 1     |
| Shipping Admin Officer        | MB03 - Display Material Document | 1     |
| Shipping Administration Staff | MB03 - Display Material Document | 1     |
| Shipping Legal                | MB03 - Display Material Document | 1     |
| Shipping Manager              | MB03 - Display Material Document | 1     |
| Suaran Port Supervisor        | MB03 - Display Material Document | 1     |
| Support Administrator Off     | MB03 - Display Material Document | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Supporting Infr. Dev. Sup | MB03 - Display Material Document | 1     |
| Tax Manager               | MB03 - Display Material Document | 1     |
| Tax Officer               | MB03 - Display Material Document | 1     |
| Technical Service Manager | MB03 - Display Material Document | 1     |
| Tender Officer            | MB03 - Display Material Document | 1     |
| Ticketing                 | MB03 - Display Material Document | 1     |
| Trade Finance Admin.      | MB03 - Display Material Document | 1     |
| Trade Finance Officer     | MB03 - Display Material Document | 1     |
| Traffic & Admin Superinte | MB03 - Display Material Document | 1     |
| Transhipment Supervisor   | MB03 - Display Material Document | 1     |
| Transp. & Sales Adm. Gene | MB03 - Display Material Document | 1     |
| Transport & Shipment Mana | MB03 - Display Material Document | 1     |
| Transport Analyst         | MB03 - Display Material Document | 1     |
| Travelling & Claim Admin  | MB03 - Display Material Document | 1     |
| Treasury & Bangking Manag | MB03 - Display Material Document | 1     |
| Treasury Administration   | MB03 - Display Material Document | 1     |
| Treasury General Manager  | MB03 - Display Material Document | 1     |
| Treasury Settlement Offic | MB03 - Display Material Document | 1     |
| Treasury Superintendent   | MB03 - Display Material Document | 1     |
| Warehouse Crew            | MB03 - Display Material Document | 1     |
| Welfare Admin Supervisor  | MB03 - Display Material Document | 1     |
| Contract Management Engin | MB1A - Goods Withdrawal          | 1     |
| CPP & Hauling Road Superv | MB1A - Goods Withdrawal          | 1     |
| CPP Supervisor            | MB1A - Goods Withdrawal          | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Default position          | MB1A - Goods Withdrawal | 1     |
| Logistic GL               | MB1A - Goods Withdrawal | 1     |
| Logistic GL Parts         | MB1A - Goods Withdrawal | 1     |
| Logistic Officer          | MB1A - Goods Withdrawal | 1     |
| Logistic Section Head     | MB1A - Goods Withdrawal | 1     |
| Logistic Supervisor       | MB1A - Goods Withdrawal | 1     |
| Marine Support Officer    | MB1A - Goods Withdrawal | 1     |
| Port Engineer             | MB1A - Goods Withdrawal | 1     |
| PQDC Officer              | MB1A - Goods Withdrawal | 1     |
| Shipping Admin Officer    | MB1A - Goods Withdrawal | 1     |
| Traffic & Admin Superinte | MB1A - Goods Withdrawal | 1     |
| Transhipment Supervisor   | MB1A - Goods Withdrawal | 1     |
| Warehouse Crew            | MB1A - Goods Withdrawal | 1     |
| Contract Management Engin | MB1B - Transfer Posting | 1     |
| CPP & Hauling Road Superv | MB1B - Transfer Posting | 1     |
| CPP Supervisor            | MB1B - Transfer Posting | 1     |
| Default position          | MB1B - Transfer Posting | 1     |
| Logistic GL               | MB1B - Transfer Posting | 1     |
| Logistic GL Parts         | MB1B - Transfer Posting | 1     |
| Logistic Officer          | MB1B - Transfer Posting | 1     |
| Logistic Section Head     | MB1B - Transfer Posting | 1     |
| Logistic Supervisor       | MB1B - Transfer Posting | 1     |
| Marine Support Officer    | MB1B - Transfer Posting | 1     |
| Port Engineer             | MB1B - Transfer Posting | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| PQDC Officer                    | MB1B - Transfer Posting     | 1     |
| Shipping Admin Officer          | MB1B - Transfer Posting     | 1     |
| Traffic & Admin Superinte       | MB1B - Transfer Posting     | 1     |
| Transhipment Supervisor         | MB1B - Transfer Posting     | 1     |
| Warehouse Crew                  | MB1B - Transfer Posting     | 1     |
| Default position                | MB1C - Other Goods Receipts | 1     |
| Logistic GL                     | MB1C - Other Goods Receipts | 1     |
| Logistic GL Parts               | MB1C - Other Goods Receipts | 1     |
| Logistic Officer                | MB1C - Other Goods Receipts | 1     |
| Logistic Section Head           | MB1C - Other Goods Receipts | 1     |
| Logistic Supervisor             | MB1C - Other Goods Receipts | 1     |
| Warehouse Crew                  | MB1C - Other Goods Receipts | 1     |
| Accounting Officer              | MB21 - Create Reservation   | 1     |
| Administration Staff            | MB21 - Create Reservation   | 1     |
| Bank Rels. Officer & Cash       | MB21 - Create Reservation   | 1     |
| Cash Management Administration  | MB21 - Create Reservation   | 1     |
| Claim & Compensation Admi       | MB21 - Create Reservation   | 1     |
| ComDev Admin & Logistic         | MB21 - Create Reservation   | 1     |
| Commuication & Relation Officer | MB21 - Create Reservation   | 1     |
| Community Rel Admin Suppo       | MB21 - Create Reservation   | 1     |
| Corporate Affairs Officer       | MB21 - Create Reservation   | 1     |
| Crewing Officer                 | MB21 - Create Reservation   | 1     |
| Default position                | MB21 - Create Reservation   | 1     |
| ER & LM Admin Officer           | MB21 - Create Reservation   | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Executive Secretary       | MB21 - Create Reservation | 1     |
| Finance Admin             | MB21 - Create Reservation | 1     |
| Finance Analyst           | MB21 - Create Reservation | 1     |
| Finance Reporting Officer | MB21 - Create Reservation | 1     |
| Financial Reporting Offic | MB21 - Create Reservation | 1     |
| Financial Reporting Senio | MB21 - Create Reservation | 1     |
| GA Officer                | MB21 - Create Reservation | 1     |
| GA Supervisor             | MB21 - Create Reservation | 1     |
| Geology & Exploration Sup | MB21 - Create Reservation | 1     |
| HSE General Admin         | MB21 - Create Reservation | 1     |
| Infrastructure Dev. Plan  | MB21 - Create Reservation | 1     |
| Internal Audit            | MB21 - Create Reservation | 1     |
| Lati Port Supervisor      | MB21 - Create Reservation | 1     |
| Legal & Compliance Admin  | MB21 - Create Reservation | 1     |
| Legal Officer             | MB21 - Create Reservation | 1     |
| Marine Support Officer    | MB21 - Create Reservation | 1     |
| Marketing & Transp. Admin | MB21 - Create Reservation | 1     |
| Payment & Bank Reconsile  | MB21 - Create Reservation | 1     |
| Payroll Admin             | MB21 - Create Reservation | 1     |
| Planning & Design Eng.    | MB21 - Create Reservation | 1     |
| Port Engineer             | MB21 - Create Reservation | 1     |
| PQDC Officer              | MB21 - Create Reservation | 1     |
| Procurement Officer       | MB21 - Create Reservation | 1     |
| Procurement Staff         | MB21 - Create Reservation | 1     |

| HR Position                     | Code Matrix               | Count |
|---------------------------------|---------------------------|-------|
| Project Administration          | MB21 - Create Reservation | 1     |
| Project Officer                 | MB21 - Create Reservation | 1     |
| Purchasing Officer              | MB21 - Create Reservation | 1     |
| Sambarata Port Supervisor       | MB21 - Create Reservation | 1     |
| Secretary Officer               | MB21 - Create Reservation | 1     |
| Shipment Admin Officer          | MB21 - Create Reservation | 1     |
| Shipping Admin                  | MB21 - Create Reservation | 1     |
| Shipping Admin Officer          | MB21 - Create Reservation | 1     |
| Shipping Administration Staff   | MB21 - Create Reservation | 1     |
| Shipping Legal                  | MB21 - Create Reservation | 1     |
| Suaran Port Supervisor          | MB21 - Create Reservation | 1     |
| Supporting Infr. Dev. Sup       | MB21 - Create Reservation | 1     |
| Trade Finance Officer           | MB21 - Create Reservation | 1     |
| Transhipment Supervisor         | MB21 - Create Reservation | 1     |
| Transport Analyst               | MB21 - Create Reservation | 1     |
| Travelling & Claim Admin        | MB21 - Create Reservation | 1     |
| Treasury Administration         | MB21 - Create Reservation | 1     |
| Accounting Officer              | MB22 - Change Reservation | 1     |
| Administration Staff            | MB22 - Change Reservation | 1     |
| Bank Rels. Officer & Cash       | MB22 - Change Reservation | 1     |
| Cash Management Administration  | MB22 - Change Reservation | 1     |
| Claim & Compensation Admi       | MB22 - Change Reservation | 1     |
| ComDev Admin & Logistic         | MB22 - Change Reservation | 1     |
| Commuication & Relation Officer | MB22 - Change Reservation | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Community Rel Admin Suppo | MB22 - Change Reservation | 1     |
| Corporate Affairs Officer | MB22 - Change Reservation | 1     |
| Crewing Officer           | MB22 - Change Reservation | 1     |
| Default position          | MB22 - Change Reservation | 1     |
| ER & LM Admin Officer     | MB22 - Change Reservation | 1     |
| Executive Secretary       | MB22 - Change Reservation | 1     |
| Finance Admin             | MB22 - Change Reservation | 1     |
| Finance Analyst           | MB22 - Change Reservation | 1     |
| Finance Reporting Officer | MB22 - Change Reservation | 1     |
| Financial Reporting Offic | MB22 - Change Reservation | 1     |
| Financial Reporting Senio | MB22 - Change Reservation | 1     |
| GA Officer                | MB22 - Change Reservation | 1     |
| GA Supervisor             | MB22 - Change Reservation | 1     |
| Geology & Exploration Sup | MB22 - Change Reservation | 1     |
| HSE General Admin         | MB22 - Change Reservation | 1     |
| Infrastructure Dev. Plan  | MB22 - Change Reservation | 1     |
| Internal Audit            | MB22 - Change Reservation | 1     |
| Lati Port Supervisor      | MB22 - Change Reservation | 1     |
| Legal & Compliance Admin  | MB22 - Change Reservation | 1     |
| Legal Officer             | MB22 - Change Reservation | 1     |
| Marine Support Officer    | MB22 - Change Reservation | 1     |
| Marketing & Transp. Admin | MB22 - Change Reservation | 1     |
| Payment & Bank Reconsile  | MB22 - Change Reservation | 1     |
| Payroll Admin             | MB22 - Change Reservation | 1     |

| HR Position                   | Code Matrix                | Count |
|-------------------------------|----------------------------|-------|
| Planning & Design Eng.        | MB22 - Change Reservation  | 1     |
| Port Engineer                 | MB22 - Change Reservation  | 1     |
| PQDC Officer                  | MB22 - Change Reservation  | 1     |
| Procurement Officer           | MB22 - Change Reservation  | 1     |
| Procurement Staff             | MB22 - Change Reservation  | 1     |
| Project Administration        | MB22 - Change Reservation  | 1     |
| Project Officer               | MB22 - Change Reservation  | 1     |
| Purchasing Officer            | MB22 - Change Reservation  | 1     |
| Sambarata Port Supervisor     | MB22 - Change Reservation  | 1     |
| SAP Support                   | MB22 - Change Reservation  | 1     |
| Secretary Officer             | MB22 - Change Reservation  | 1     |
| Shipment Admin Officer        | MB22 - Change Reservation  | 1     |
| Shipping Admin                | MB22 - Change Reservation  | 1     |
| Shipping Admin Officer        | MB22 - Change Reservation  | 1     |
| Shipping Administration Staff | MB22 - Change Reservation  | 1     |
| Shipping Legal                | MB22 - Change Reservation  | 1     |
| Suaran Port Supervisor        | MB22 - Change Reservation  | 1     |
| Supporting Infr. Dev. Sup     | MB22 - Change Reservation  | 1     |
| Trade Finance Officer         | MB22 - Change Reservation  | 1     |
| Transhipment Supervisor       | MB22 - Change Reservation  | 1     |
| Transport Analyst             | MB22 - Change Reservation  | 1     |
| Travelling & Claim Admin      | MB22 - Change Reservation  | 1     |
| Treasury Administration       | MB22 - Change Reservation  | 1     |
| Accounting Manager            | MB23 - Display Reservation | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Accounting Officer              | MB23 - Display Reservation | 1     |
| Administration Staff            | MB23 - Display Reservation | 1     |
| AP Control Manager              | MB23 - Display Reservation | 1     |
| AR Control Manager              | MB23 - Display Reservation | 1     |
| Area 1 Marketing & S. man       | MB23 - Display Reservation | 1     |
| Area 2 Marketing & S. man       | MB23 - Display Reservation | 1     |
| Area 3 Marketing & S. man       | MB23 - Display Reservation | 1     |
| Asset Officer                   | MB23 - Display Reservation | 1     |
| Bank & Trade Finance Mana       | MB23 - Display Reservation | 1     |
| Bank Rels. Officer & Cash       | MB23 - Display Reservation | 1     |
| Binungan Mine Operation A       | MB23 - Display Reservation | 1     |
| Budget & Control Supervis       | MB23 - Display Reservation | 1     |
| Budget Officer                  | MB23 - Display Reservation | 1     |
| Building & General Asset        | MB23 - Display Reservation | 1     |
| Business Analyst Manager        | MB23 - Display Reservation | 1     |
| Cash Management Administration  | MB23 - Display Reservation | 1     |
| Claim & Compensation Admi       | MB23 - Display Reservation | 1     |
| Coal Handling Inf. Dev. &       | MB23 - Display Reservation | 1     |
| ComDev Admin & Logistic         | MB23 - Display Reservation | 1     |
| Commuication & Relation Officer | MB23 - Display Reservation | 1     |
| Community Rel Admin Suppo       | MB23 - Display Reservation | 1     |
| Corporate Affair Manager        | MB23 - Display Reservation | 1     |
| Corporate Affairs Officer       | MB23 - Display Reservation | 1     |
| Corporate Communication G       | MB23 - Display Reservation | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Corporate Legal Manager   | MB23 - Display Reservation | 1     |
| Corporate Legal Senior Ma | MB23 - Display Reservation | 1     |
| Corporate Support Senior  | MB23 - Display Reservation | 1     |
| Cost Estimator & Control  | MB23 - Display Reservation | 1     |
| Crewing Officer           | MB23 - Display Reservation | 1     |
| Default position          | MB23 - Display Reservation | 1     |
| Elect. P & C Engineer     | MB23 - Display Reservation | 1     |
| EMS Area 1 Manager        | MB23 - Display Reservation | 1     |
| Energy Management Serv. G | MB23 - Display Reservation | 1     |
| Engineering Manager       | MB23 - Display Reservation | 1     |
| Environment Manager       | MB23 - Display Reservation | 1     |
| ER & LM Admin Officer     | MB23 - Display Reservation | 1     |
| ER & OHSE Training Manage | MB23 - Display Reservation | 1     |
| Executive Secretary       | MB23 - Display Reservation | 1     |
| External Auditor          | MB23 - Display Reservation | 1     |
| External Relation & Land  | MB23 - Display Reservation | 1     |
| Finance & Adm General Man | MB23 - Display Reservation | 1     |
| Finance Admin             | MB23 - Display Reservation | 1     |
| Finance Analyst           | MB23 - Display Reservation | 1     |
| Finance Deputy Director   | MB23 - Display Reservation | 1     |
| Finance Rep. & Analyst Ma | MB23 - Display Reservation | 1     |
| Finance Reporting Officer | MB23 - Display Reservation | 1     |
| Financial & Accounting Su | MB23 - Display Reservation | 1     |
| Financial Control Departm | MB23 - Display Reservation | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Financial Reporting Manag | MB23 - Display Reservation | 1     |
| Financial Reporting Offic | MB23 - Display Reservation | 1     |
| Financial Reporting Senio | MB23 - Display Reservation | 1     |
| Financial Reporting Super | MB23 - Display Reservation | 1     |
| GA Officer                | MB23 - Display Reservation | 1     |
| GA Supervisor             | MB23 - Display Reservation | 1     |
| Gen. Service & Logistic G | MB23 - Display Reservation | 1     |
| General Affair Manager    | MB23 - Display Reservation | 1     |
| Geology & Exploration Man | MB23 - Display Reservation | 1     |
| Geology & Exploration Sup | MB23 - Display Reservation | 1     |
| Geotechnic & Hydrology Ma | MB23 - Display Reservation | 1     |
| H.S.E General Manager     | MB23 - Display Reservation | 1     |
| HR & GA Manager - JKT     | MB23 - Display Reservation | 1     |
| HR Development Manager    | MB23 - Display Reservation | 1     |
| HRGA General Manager      | MB23 - Display Reservation | 1     |
| HSE General Admin         | MB23 - Display Reservation | 1     |
| Infrastructure Dev. Plan  | MB23 - Display Reservation | 1     |
| Internal Audit            | MB23 - Display Reservation | 1     |
| Internal Audit Manager    | MB23 - Display Reservation | 1     |
| Internal Auditor          | MB23 - Display Reservation | 1     |
| IR & Welfare Superintende | MB23 - Display Reservation | 1     |
| IT & MIS General Manager  | MB23 - Display Reservation | 1     |
| IT Manager                | MB23 - Display Reservation | 1     |
| Land Acquisition & Manage | MB23 - Display Reservation | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Lati Mine Opertaion Manag | MB23 - Display Reservation | 1     |
| Lati Port Supervisor      | MB23 - Display Reservation | 1     |
| Legal & Compliance Admin  | MB23 - Display Reservation | 1     |
| Legal Officer             | MB23 - Display Reservation | 1     |
| Logistic GL               | MB23 - Display Reservation | 1     |
| Logistic GL Parts         | MB23 - Display Reservation | 1     |
| Logistic Manager          | MB23 - Display Reservation | 1     |
| Logistic Officer          | MB23 - Display Reservation | 1     |
| Logistic Section Head     | MB23 - Display Reservation | 1     |
| Logistic Supervisor       | MB23 - Display Reservation | 1     |
| Managerial Reporting Supe | MB23 - Display Reservation | 1     |
| Marine Support Officer    | MB23 - Display Reservation | 1     |
| Marketing & Transp. Admin | MB23 - Display Reservation | 1     |
| Marketing & transp. Direc | MB23 - Display Reservation | 1     |
| Marketing & transp.Deputy | MB23 - Display Reservation | 1     |
| Marketing Support Officer | MB23 - Display Reservation | 1     |
| Mech & Elect Superintende | MB23 - Display Reservation | 1     |
| Mech. P & C Engineer      | MB23 - Display Reservation | 1     |
| MGM_REP                   | MB23 - Display Reservation | 1     |
| Mgt Reporting & Budget Se | MB23 - Display Reservation | 1     |
| Mine Closure Manager      | MB23 - Display Reservation | 1     |
| Mine Contract Management  | MB23 - Display Reservation | 1     |
| Mine Dev & Geology Genera | MB23 - Display Reservation | 1     |
| Mine Plan & Control Manag | MB23 - Display Reservation | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Mining General Manager    | MB23 - Display Reservation | 1     |
| MIS Manager               | MB23 - Display Reservation | 1     |
| O.H.S. Manager            | MB23 - Display Reservation | 1     |
| Operation Deputy Director | MB23 - Display Reservation | 1     |
| Operation Director        | MB23 - Display Reservation | 1     |
| P&C Superintendent        | MB23 - Display Reservation | 1     |
| P. Quality & D. Control M | MB23 - Display Reservation | 1     |
| Payment & Bank Reconsile  | MB23 - Display Reservation | 1     |
| Payroll Admin             | MB23 - Display Reservation | 1     |
| Planning & Design Eng.    | MB23 - Display Reservation | 1     |
| Port & Barging Opt. Manag | MB23 - Display Reservation | 1     |
| Port Engineer             | MB23 - Display Reservation | 1     |
| PQDC Officer              | MB23 - Display Reservation | 1     |
| President Director        | MB23 - Display Reservation | 1     |
| Procurement Officer       | MB23 - Display Reservation | 1     |
| Procurement Staff         | MB23 - Display Reservation | 1     |
| Project Administration    | MB23 - Display Reservation | 1     |
| Project Officer           | MB23 - Display Reservation | 1     |
| Purchasing Manager        | MB23 - Display Reservation | 1     |
| Purchasing Officer        | MB23 - Display Reservation | 1     |
| QHSE System Compliance Ma | MB23 - Display Reservation | 1     |
| Risk Mgt. Compl. & Policy | MB23 - Display Reservation | 1     |
| Sambarata Mine Operation  | MB23 - Display Reservation | 1     |
| Sambarata Port Supervisor | MB23 - Display Reservation | 1     |

| HR Position                   | Code Matrix                | Count |
|-------------------------------|----------------------------|-------|
| SAP Support                   | MB23 - Display Reservation | 1     |
| Secretary Officer             | MB23 - Display Reservation | 1     |
| Security Manager              | MB23 - Display Reservation | 1     |
| Shared Service Unit Gener     | MB23 - Display Reservation | 1     |
| Shipment Admin Officer        | MB23 - Display Reservation | 1     |
| Shipping Admin                | MB23 - Display Reservation | 1     |
| Shipping Admin Officer        | MB23 - Display Reservation | 1     |
| Shipping Administration Staff | MB23 - Display Reservation | 1     |
| Shipping Legal                | MB23 - Display Reservation | 1     |
| Shipping Manager              | MB23 - Display Reservation | 1     |
| Suaran Port Supervisor        | MB23 - Display Reservation | 1     |
| Supporting Infr. Dev. Sup     | MB23 - Display Reservation | 1     |
| Tax Manager                   | MB23 - Display Reservation | 1     |
| Technical Service Manager     | MB23 - Display Reservation | 1     |
| Trade Finance Officer         | MB23 - Display Reservation | 1     |
| Transhipment Supervisor       | MB23 - Display Reservation | 1     |
| Transp. & Sales Adm. Gene     | MB23 - Display Reservation | 1     |
| Transport & Shipment Mana     | MB23 - Display Reservation | 1     |
| Transport Analyst             | MB23 - Display Reservation | 1     |
| Travelling & Claim Admin      | MB23 - Display Reservation | 1     |
| Treasury & Bangking Manag     | MB23 - Display Reservation | 1     |
| Treasury Administration       | MB23 - Display Reservation | 1     |
| Treasury General Manager      | MB23 - Display Reservation | 1     |
| Warehouse Crew                | MB23 - Display Reservation | 1     |

| HR Position                     | Code Matrix             | Count |
|---------------------------------|-------------------------|-------|
| Accounting Officer              | MB25 - Reservation List | 1     |
| Administration Staff            | MB25 - Reservation List | 1     |
| Asset Officer                   | MB25 - Reservation List | 1     |
| Bank Rels. Officer & Cash       | MB25 - Reservation List | 1     |
| Budget & Control Supervis       | MB25 - Reservation List | 1     |
| Budget Officer                  | MB25 - Reservation List | 1     |
| Building & General Asset        | MB25 - Reservation List | 1     |
| Cash Management Administration  | MB25 - Reservation List | 1     |
| Claim & Compensation Admi       | MB25 - Reservation List | 1     |
| ComDev Admin & Logistic         | MB25 - Reservation List | 1     |
| Commuication & Relation Officer | MB25 - Reservation List | 1     |
| Community Rel Admin Suppo       | MB25 - Reservation List | 1     |
| Corporate Affairs Officer       | MB25 - Reservation List | 1     |
| Cost Estimator & Control        | MB25 - Reservation List | 1     |
| Crewing Officer                 | MB25 - Reservation List | 1     |
| Default position                | MB25 - Reservation List | 1     |
| Elect. P & C Engineer           | MB25 - Reservation List | 1     |
| Electrical Supervisor           | MB25 - Reservation List | 1     |
| Engineering Manager             | MB25 - Reservation List | 1     |
| ER & LM Admin Officer           | MB25 - Reservation List | 1     |
| Executive Secretary             | MB25 - Reservation List | 1     |
| External Auditor                | MB25 - Reservation List | 1     |
| Finance & Adm General Man       | MB25 - Reservation List | 1     |
| Finance Admin                   | MB25 - Reservation List | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Finance Analyst           | MB25 - Reservation List | 1     |
| Finance Reporting Officer | MB25 - Reservation List | 1     |
| Financial & Accounting Su | MB25 - Reservation List | 1     |
| Financial Control Departm | MB25 - Reservation List | 1     |
| Financial Reporting Manag | MB25 - Reservation List | 1     |
| Financial Reporting Offic | MB25 - Reservation List | 1     |
| Financial Reporting Senio | MB25 - Reservation List | 1     |
| Financial Reporting Super | MB25 - Reservation List | 1     |
| GA Officer                | MB25 - Reservation List | 1     |
| GA Supervisor             | MB25 - Reservation List | 1     |
| Geology & Exploration Sup | MB25 - Reservation List | 1     |
| HSE General Admin         | MB25 - Reservation List | 1     |
| Infrastructure Dev. Plan  | MB25 - Reservation List | 1     |
| Internal Audit            | MB25 - Reservation List | 1     |
| Internal Auditor          | MB25 - Reservation List | 1     |
| Lati Port Supervisor      | MB25 - Reservation List | 1     |
| Legal & Compliance Admin  | MB25 - Reservation List | 1     |
| Legal Officer             | MB25 - Reservation List | 1     |
| Logistic GL               | MB25 - Reservation List | 1     |
| Logistic GL Parts         | MB25 - Reservation List | 1     |
| Logistic Manager          | MB25 - Reservation List | 1     |
| Logistic Officer          | MB25 - Reservation List | 1     |
| Logistic Section Head     | MB25 - Reservation List | 1     |
| Logistic Supervisor       | MB25 - Reservation List | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Managerial Reporting Supe | MB25 - Reservation List | 1     |
| Marine Support Officer    | MB25 - Reservation List | 1     |
| Marketing & Transp. Admin | MB25 - Reservation List | 1     |
| Mech & Elect Superintende | MB25 - Reservation List | 1     |
| Mech. P & C Engineer      | MB25 - Reservation List | 1     |
| Mechanical Supervisor     | MB25 - Reservation List | 1     |
| MGM_REP                   | MB25 - Reservation List | 1     |
| Mgt Reporting & Budget Se | MB25 - Reservation List | 1     |
| P&C Superintendent        | MB25 - Reservation List | 1     |
| Payment & Bank Reconsile  | MB25 - Reservation List | 1     |
| Payroll Admin             | MB25 - Reservation List | 1     |
| Planning & Design Eng.    | MB25 - Reservation List | 1     |
| Plant Maintenance Officer | MB25 - Reservation List | 1     |
| Port Engineer             | MB25 - Reservation List | 1     |
| PQDC Officer              | MB25 - Reservation List | 1     |
| Procurement Officer       | MB25 - Reservation List | 1     |
| Procurement Staff         | MB25 - Reservation List | 1     |
| Project Administration    | MB25 - Reservation List | 1     |
| Project Officer           | MB25 - Reservation List | 1     |
| Purchasing Manager        | MB25 - Reservation List | 1     |
| Purchasing Officer        | MB25 - Reservation List | 1     |
| Sambarata Port Supervisor | MB25 - Reservation List | 1     |
| SAP Support               | MB25 - Reservation List | 1     |
| Secretary Officer         | MB25 - Reservation List | 1     |

| HR Position                   | Code Matrix                                  | Count |
|-------------------------------|--|-------|
| Shipment Admin Officer        | MB25 - Reservation List                      | 1     |
| Shipping Admin                | MB25 - Reservation List                      | 1     |
| Shipping Admin Officer        | MB25 - Reservation List                      | 1     |
| Shipping Administration Staff | MB25 - Reservation List                      | 1     |
| Shipping Legal                | MB25 - Reservation List                      | 1     |
| Suaran Port Supervisor        | MB25 - Reservation List                      | 1     |
| Supporting Infr. Dev. Sup     | MB25 - Reservation List                      | 1     |
| Trade Finance Officer         | MB25 - Reservation List                      | 1     |
| Transhipment Supervisor       | MB25 - Reservation List                      | 1     |
| Transport Analyst             | MB25 - Reservation List                      | 1     |
| Travelling & Claim Admin      | MB25 - Reservation List                      | 1     |
| Treasury Administration       | MB25 - Reservation List                      | 1     |
| Warehouse Crew                | MB25 - Reservation List                      | 1     |
| Default position              | MB26 - Picking list                          | 1     |
| Logistic GL                   | MB26 - Picking list                          | 1     |
| Logistic GL Parts             | MB26 - Picking list                          | 1     |
| Logistic Officer              | MB26 - Picking list                          | 1     |
| Logistic Section Head         | MB26 - Picking list                          | 1     |
| Logistic Supervisor           | MB26 - Picking list                          | 1     |
| Warehouse Crew                | MB26 - Picking list                          | 1     |
| Contract Management Engin     | MB31 - Goods Receipt for Production<br>Order | 1     |
| CPP & Hauling Road Superv     | MB31 - Goods Receipt for Production<br>Order | 1     |
| CPP Supervisor                | MB31 - Goods Receipt for Production<br>Order | 1     |
| Marine Support Officer        | MB31 - Goods Receipt for Production Order    | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Port Engineer             | MB31 - Goods Receipt for Production<br>Order | 1     |
| PQDC Officer              | MB31 - Goods Receipt for Production Order    | 1     |
| Shipping Admin Officer    | MB31 - Goods Receipt for Production Order    | 1     |
| Traffic & Admin Superinte | MB31 - Goods Receipt for Production Order    | 1     |
| Transhipment Supervisor   | MB31 - Goods Receipt for Production Order    | 1     |
| Accounting Administrator  | MB51 - Material Doc. List                    | 1     |
| Accounting Manager        | MB51 - Material Doc. List                    | 1     |
| Accounting Officer        | MB51 - Material Doc. List                    | 1     |
| Administration Staff      | MB51 - Material Doc. List                    | 1     |
| AP & AR Control Superviso | MB51 - Material Doc. List                    | 1     |
| AP Control Superintendent | MB51 - Material Doc. List                    | 1     |
| AR Control Manager        | MB51 - Material Doc. List                    | 1     |
| AR Control Superintendent | MB51 - Material Doc. List                    | 1     |
| Asset Officer             | MB51 - Material Doc. List                    | 1     |
| Bank & Trade Finance Mana | MB51 - Material Doc. List                    | 1     |
| Budget & Control Supervis | MB51 - Material Doc. List                    | 1     |
| Budget Officer            | MB51 - Material Doc. List                    | 1     |
| Building & General Asset  | MB51 - Material Doc. List                    | 1     |
| Contract Management Engin | MB51 - Material Doc. List                    | 1     |
| Cost Estimator & Control  | MB51 - Material Doc. List                    | 1     |
| CPP & Hauling Road Superv | MB51 - Material Doc. List                    | 1     |
| CPP Superintendent        | MB51 - Material Doc. List                    | 1     |
| CPP Supervisor            | MB51 - Material Doc. List                    | 1     |
| Default position          | MB51 - Material Doc. List                    | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Elect. P & C Engineer     | MB51 - Material Doc. List | 1     |
| External Auditor          | MB51 - Material Doc. List | 1     |
| Finance & Adm General Man | MB51 - Material Doc. List | 1     |
| Finance Admin             | MB51 - Material Doc. List | 1     |
| Finance Rep. & Analyst Ma | MB51 - Material Doc. List | 1     |
| Finance Reporting Officer | MB51 - Material Doc. List | 1     |
| Financial & Accounting Su | MB51 - Material Doc. List | 1     |
| Financial Control Departm | MB51 - Material Doc. List | 1     |
| Financial Reporting Manag | MB51 - Material Doc. List | 1     |
| Financial Reporting Offic | MB51 - Material Doc. List | 1     |
| Financial Reporting Senio | MB51 - Material Doc. List | 1     |
| Financial Reporting Super | MB51 - Material Doc. List | 1     |
| Gen. Accounting Superviso | MB51 - Material Doc. List | 1     |
| Internal Auditor          | MB51 - Material Doc. List | 1     |
| Logistic GL               | MB51 - Material Doc. List | 1     |
| Logistic GL Parts         | MB51 - Material Doc. List | 1     |
| Logistic Manager          | MB51 - Material Doc. List | 1     |
| Logistic Officer          | MB51 - Material Doc. List | 1     |
| Logistic Section Head     | MB51 - Material Doc. List | 1     |
| Logistic Supervisor       | MB51 - Material Doc. List | 1     |
| Managerial Reporting Supe | MB51 - Material Doc. List | 1     |
| Marine Support Officer    | MB51 - Material Doc. List | 1     |
| Mech & Elect Superintende | MB51 - Material Doc. List | 1     |
| Mech. P & C Engineer      | MB51 - Material Doc. List | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| MGM_REP                   | MB51 - Material Doc. List               | 1     |
| Mgt Reporting & Budget Se | MB51 - Material Doc. List               | 1     |
| P&C Superintendent        | MB51 - Material Doc. List               | 1     |
| P. Quality & D. Control M | MB51 - Material Doc. List               | 1     |
| Port Engineer             | MB51 - Material Doc. List               | 1     |
| PQDC Officer              | MB51 - Material Doc. List               | 1     |
| President Director        | MB51 - Material Doc. List               | 1     |
| Production Administration | MB51 - Material Doc. List               | 1     |
| Project Administration    | MB51 - Material Doc. List               | 1     |
| Purchasing Manager        | MB51 - Material Doc. List               | 1     |
| SAP Support               | MB51 - Material Doc. List               | 1     |
| Shared Service Unit Gener | MB51 - Material Doc. List               | 1     |
| Shipping Admin Officer    | MB51 - Material Doc. List               | 1     |
| Transhipment Supervisor   | MB51 - Material Doc. List               | 1     |
| Treasury & Bangking Manag | MB51 - Material Doc. List               | 1     |
| Warehouse Crew            | MB51 - Material Doc. List               | 1     |
| Accounting Administrator  | MB52 - List of Warehouse Stocks on Hand | 1     |
| Accounting Manager        | MB52 - List of Warehouse Stocks on Hand | 1     |
| Accounting Officer        | MB52 - List of Warehouse Stocks on Hand | 1     |
| AP & AR Control Superviso | MB52 - List of Warehouse Stocks on Hand | 1     |
| AR Control Manager        | MB52 - List of Warehouse Stocks on Hand | 1     |
| Asset Officer             | MB52 - List of Warehouse Stocks on Hand | 1     |
| Building & General Asset  | MB52 - List of Warehouse Stocks on Hand | 1     |
| Contract Management Engin | MB52 - List of Warehouse Stocks on Hand | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Cost Estimator & Control  | MB52 - List of Warehouse Stocks on Hand | 1     |
| Default position          | MB52 - List of Warehouse Stocks on Hand | 1     |
| Elect. P & C Engineer     | MB52 - List of Warehouse Stocks on Hand | 1     |
| Electrical Supervisor     | MB52 - List of Warehouse Stocks on Hand | 1     |
| Finance Admin             | MB52 - List of Warehouse Stocks on Hand | 1     |
| Finance Rep. & Analyst Ma | MB52 - List of Warehouse Stocks on Hand | 1     |
| Finance Reporting Officer | MB52 - List of Warehouse Stocks on Hand | 1     |
| Financial & Accounting Su | MB52 - List of Warehouse Stocks on Hand | 1     |
| Financial Control Departm | MB52 - List of Warehouse Stocks on Hand | 1     |
| Financial Reporting Manag | MB52 - List of Warehouse Stocks on Hand | 1     |
| Financial Reporting Offic | MB52 - List of Warehouse Stocks on Hand | 1     |
| Financial Reporting Senio | MB52 - List of Warehouse Stocks on Hand | 1     |
| Financial Reporting Super | MB52 - List of Warehouse Stocks on Hand | 1     |
| Gen. Accounting Superviso | MB52 - List of Warehouse Stocks on Hand | 1     |
| Logistic GL               | MB52 - List of Warehouse Stocks on Hand | 1     |
| Logistic GL Parts         | MB52 - List of Warehouse Stocks on Hand | 1     |
| Logistic Manager          | MB52 - List of Warehouse Stocks on Hand | 1     |
| Logistic Officer          | MB52 - List of Warehouse Stocks on Hand | 1     |
| Logistic Section Head     | MB52 - List of Warehouse Stocks on Hand | 1     |
| Logistic Supervisor       | MB52 - List of Warehouse Stocks on Hand | 1     |
| Mech & Elect Superintende | MB52 - List of Warehouse Stocks on Hand | 1     |
| Mech. P & C Engineer      | MB52 - List of Warehouse Stocks on Hand | 1     |
| Mechanical Supervisor     | MB52 - List of Warehouse Stocks on Hand | 1     |
| P&C Superintendent        | MB52 - List of Warehouse Stocks on Hand | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Plant Maintenance Officer | MB52 - List of Warehouse Stocks on Hand | 1     |
| President Director        | MB52 - List of Warehouse Stocks on Hand | 1     |
| Procurement Officer       | MB52 - List of Warehouse Stocks on Hand | 1     |
| Production Administration | MB52 - List of Warehouse Stocks on Hand | 1     |
| Purchasing Adm. Officer   | MB52 - List of Warehouse Stocks on Hand | 1     |
| Purchasing Manager        | MB52 - List of Warehouse Stocks on Hand | 1     |
| Purchasing Officer        | MB52 - List of Warehouse Stocks on Hand | 1     |
| SAP Support               | MB52 - List of Warehouse Stocks on Hand | 1     |
| Tender Officer            | MB52 - List of Warehouse Stocks on Hand | 1     |
| Warehouse Crew            | MB52 - List of Warehouse Stocks on Hand | 1     |
| Accounting Manager        | MB53 - Display Plant Stock Availability | 1     |
| AR Control Manager        | MB53 - Display Plant Stock Availability | 1     |
| Contract Management Engin | MB53 - Display Plant Stock Availability | 1     |
| Finance Rep. & Analyst Ma | MB53 - Display Plant Stock Availability | 1     |
| Financial Control Departm | MB53 - Display Plant Stock Availability | 1     |
| Financial Reporting Manag | MB53 - Display Plant Stock Availability | 1     |
| P. Quality & D. Control M | MB53 - Display Plant Stock Availability | 1     |
| PQDC Officer              | MB53 - Display Plant Stock Availability | 1     |
| Production Administration | MB53 - Display Plant Stock Availability | 1     |
| Traffic & Admin Superinte | MB53 - Display Plant Stock Availability | 1     |
| Cost Estimator & Control  | MB54 - Consignment Stocks               | 1     |
| Default position          | MB54 - Consignment Stocks               | 1     |
| Logistic GL               | MB54 - Consignment Stocks               | 1     |
| Logistic GL Parts         | MB54 - Consignment Stocks               | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Logistic Manager          | MB54 - Consignment Stocks                   | 1     |
| Logistic Officer          | MB54 - Consignment Stocks                   | 1     |
| Logistic Section Head     | MB54 - Consignment Stocks                   | 1     |
| Logistic Supervisor       | MB54 - Consignment Stocks                   | 1     |
| Procurement Officer       | MB54 - Consignment Stocks                   | 1     |
| Purchasing Adm. Officer   | MB54 - Consignment Stocks                   | 1     |
| Purchasing Manager        | MB54 - Consignment Stocks                   | 1     |
| Purchasing Officer        | MB54 - Consignment Stocks                   | 1     |
| Tender Officer            | MB54 - Consignment Stocks                   | 1     |
| Warehouse Crew            | MB54 - Consignment Stocks                   | 1     |
| Cost Estimator & Control  | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Default position          | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Logistic GL               | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Logistic GL Parts         | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Logistic Officer          | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Logistic Section Head     | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Logistic Supervisor       | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Purchasing Manager        | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Warehouse Crew            | MB58 - Consgmt and Ret. Packag. at Customer | 1     |
| Accounting Administrator  | MB59 - Material Doc. List                   | 1     |
| Accounting Manager        | MB59 - Material Doc. List                   | 1     |
| Accounting Officer        | MB59 - Material Doc. List                   | 1     |
| AP & AR Control Superviso | MB59 - Material Doc. List                   | 1     |
| AP Control Superintendent | MB59 - Material Doc. List                   | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| AR Control Manager        | MB59 - Material Doc. List | 1     |
| AR Control Superintendent | MB59 - Material Doc. List | 1     |
| Asset Officer             | MB59 - Material Doc. List | 1     |
| Bank & Trade Finance Mana | MB59 - Material Doc. List | 1     |
| Budget & Control Supervis | MB59 - Material Doc. List | 1     |
| Budget Officer            | MB59 - Material Doc. List | 1     |
| Building & General Asset  | MB59 - Material Doc. List | 1     |
| Contract Management Engin | MB59 - Material Doc. List | 1     |
| Cost Estimator & Control  | MB59 - Material Doc. List | 1     |
| Default position          | MB59 - Material Doc. List | 1     |
| Elect. P & C Engineer     | MB59 - Material Doc. List | 1     |
| Electrical Supervisor     | MB59 - Material Doc. List | 1     |
| External Auditor          | MB59 - Material Doc. List | 1     |
| Finance & Adm General Man | MB59 - Material Doc. List | 1     |
| Finance Admin             | MB59 - Material Doc. List | 1     |
| Finance Rep. & Analyst Ma | MB59 - Material Doc. List | 1     |
| Finance Reporting Officer | MB59 - Material Doc. List | 1     |
| Financial & Accounting Su | MB59 - Material Doc. List | 1     |
| Financial Control Departm | MB59 - Material Doc. List | 1     |
| Financial Reporting Manag | MB59 - Material Doc. List | 1     |
| Financial Reporting Offic | MB59 - Material Doc. List | 1     |
| Financial Reporting Senio | MB59 - Material Doc. List | 1     |
| Financial Reporting Super | MB59 - Material Doc. List | 1     |
| Gen. Accounting Superviso | MB59 - Material Doc. List | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Internal Auditor          | MB59 - Material Doc. List | 1     |
| Logistic GL               | MB59 - Material Doc. List | 1     |
| Logistic GL Parts         | MB59 - Material Doc. List | 1     |
| Logistic Manager          | MB59 - Material Doc. List | 1     |
| Logistic Officer          | MB59 - Material Doc. List | 1     |
| Logistic Section Head     | MB59 - Material Doc. List | 1     |
| Logistic Supervisor       | MB59 - Material Doc. List | 1     |
| Managerial Reporting Supe | MB59 - Material Doc. List | 1     |
| Mech & Elect Superintende | MB59 - Material Doc. List | 1     |
| Mech. P & C Engineer      | MB59 - Material Doc. List | 1     |
| Mechanical Supervisor     | MB59 - Material Doc. List | 1     |
| MGM_REP                   | MB59 - Material Doc. List | 1     |
| Mgt Reporting & Budget Se | MB59 - Material Doc. List | 1     |
| P&C Superintendent        | MB59 - Material Doc. List | 1     |
| P. Quality & D. Control M | MB59 - Material Doc. List | 1     |
| Plant Maintenance Officer | MB59 - Material Doc. List | 1     |
| PQDC Officer              | MB59 - Material Doc. List | 1     |
| President Director        | MB59 - Material Doc. List | 1     |
| Production Administration | MB59 - Material Doc. List | 1     |
| Purchasing Manager        | MB59 - Material Doc. List | 1     |
| SAP Support               | MB59 - Material Doc. List | 1     |
| Shared Service Unit Gener | MB59 - Material Doc. List | 1     |
| Treasury & Bangking Manag | MB59 - Material Doc. List | 1     |
| Warehouse Crew            | MB59 - Material Doc. List | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Accounting Administrator  | MB5B - Stocks for Posting Date | 1     |
| Accounting Manager        | MB5B - Stocks for Posting Date | 1     |
| Accounting Officer        | MB5B - Stocks for Posting Date | 1     |
| Administration Staff      | MB5B - Stocks for Posting Date | 1     |
| AP & AR Control Superviso | MB5B - Stocks for Posting Date | 1     |
| AR Control Manager        | MB5B - Stocks for Posting Date | 1     |
| Budget & Control Supervis | MB5B - Stocks for Posting Date | 1     |
| Budget Officer            | MB5B - Stocks for Posting Date | 1     |
| Contract Management Engin | MB5B - Stocks for Posting Date | 1     |
| Cost Estimator & Control  | MB5B - Stocks for Posting Date | 1     |
| CPP & Hauling Road Superv | MB5B - Stocks for Posting Date | 1     |
| CPP Superintendent        | MB5B - Stocks for Posting Date | 1     |
| CPP Supervisor            | MB5B - Stocks for Posting Date | 1     |
| Default position          | MB5B - Stocks for Posting Date | 1     |
| External Auditor          | MB5B - Stocks for Posting Date | 1     |
| Finance & Adm General Man | MB5B - Stocks for Posting Date | 1     |
| Finance Admin             | MB5B - Stocks for Posting Date | 1     |
| Finance Rep. & Analyst Ma | MB5B - Stocks for Posting Date | 1     |
| Finance Reporting Officer | MB5B - Stocks for Posting Date | 1     |
| Financial & Accounting Su | MB5B - Stocks for Posting Date | 1     |
| Financial Control Departm | MB5B - Stocks for Posting Date | 1     |
| Financial Reporting Manag | MB5B - Stocks for Posting Date | 1     |
| Financial Reporting Offic | MB5B - Stocks for Posting Date | 1     |
| Financial Reporting Senio | MB5B - Stocks for Posting Date | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial Reporting Super | MB5B - Stocks for Posting Date | 1     |
| Gen. Accounting Superviso | MB5B - Stocks for Posting Date | 1     |
| Internal Auditor          | MB5B - Stocks for Posting Date | 1     |
| Logistic GL               | MB5B - Stocks for Posting Date | 1     |
| Logistic GL Parts         | MB5B - Stocks for Posting Date | 1     |
| Logistic Manager          | MB5B - Stocks for Posting Date | 1     |
| Logistic Officer          | MB5B - Stocks for Posting Date | 1     |
| Logistic Section Head     | MB5B - Stocks for Posting Date | 1     |
| Logistic Supervisor       | MB5B - Stocks for Posting Date | 1     |
| Managerial Reporting Supe | MB5B - Stocks for Posting Date | 1     |
| Marine Support Officer    | MB5B - Stocks for Posting Date | 1     |
| MGM_REP                   | MB5B - Stocks for Posting Date | 1     |
| Mgt Reporting & Budget Se | MB5B - Stocks for Posting Date | 1     |
| Port Engineer             | MB5B - Stocks for Posting Date | 1     |
| PQDC Officer              | MB5B - Stocks for Posting Date | 1     |
| President Director        | MB5B - Stocks for Posting Date | 1     |
| Procurement Officer       | MB5B - Stocks for Posting Date | 1     |
| Production Administration | MB5B - Stocks for Posting Date | 1     |
| Project Administration    | MB5B - Stocks for Posting Date | 1     |
| Purchasing Adm. Officer   | MB5B - Stocks for Posting Date | 1     |
| Purchasing Manager        | MB5B - Stocks for Posting Date | 1     |
| Purchasing Officer        | MB5B - Stocks for Posting Date | 1     |
| SAP Support               | MB5B - Stocks for Posting Date | 1     |
| Shipping Admin Officer    | MB5B - Stocks for Posting Date | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Tender Officer            | MB5B - Stocks for Posting Date        | 1     |
| Traffic & Admin Superinte | MB5B - Stocks for Posting Date        | 1     |
| Transhipment Supervisor   | MB5B - Stocks for Posting Date        | 1     |
| Warehouse Crew            | MB5B - Stocks for Posting Date        | 1     |
| External Auditor          | MB5K - Stock Consistency Check        | 1     |
| Finance Reporting Officer | MB5K - Stock Consistency Check        | 1     |
| Financial Reporting Manag | MB5K - Stock Consistency Check        | 1     |
| Financial Reporting Offic | MB5K - Stock Consistency Check        | 1     |
| Financial Reporting Senio | MB5K - Stock Consistency Check        | 1     |
| Internal Auditor          | MB5K - Stock Consistency Check        | 1     |
| SAP Support               | MB5K - Stock Consistency Check        | 1     |
| External Auditor          | MB5L - List of Stock Values: Balances | 1     |
| Finance Reporting Officer | MB5L - List of Stock Values: Balances | 1     |
| Financial Reporting Manag | MB5L - List of Stock Values: Balances | 1     |
| Financial Reporting Offic | MB5L - List of Stock Values: Balances | 1     |
| Financial Reporting Senio | MB5L - List of Stock Values: Balances | 1     |
| Internal Auditor          | MB5L - List of Stock Values: Balances | 1     |
| SAP Support               | MB5L - List of Stock Values: Balances | 1     |
| Default position          | MB5M - BBD/Prod. Date                 | 1     |
| Logistic GL               | MB5M - BBD/Prod. Date                 | 1     |
| Logistic GL Parts         | MB5M - BBD/Prod. Date                 | 1     |
| Logistic Officer          | MB5M - BBD/Prod. Date                 | 1     |
| Logistic Section Head     | MB5M - BBD/Prod. Date                 | 1     |
| Logistic Supervisor       | MB5M - BBD/Prod. Date                 | 1     |

| HR Position               | Code Matrix                | Count |
|---------------------------|----------------------------|-------|
| Warehouse Crew            | MB5M - BBD/Prod. Date      | 1     |
| Accounting Manager        | MB5T - Stock in transit CC | 1     |
| AR Control Manager        | MB5T - Stock in transit CC | 1     |
| Contract Management Engin | MB5T - Stock in transit CC | 1     |
| Cost Estimator & Control  | MB5T - Stock in transit CC | 1     |
| Default position          | MB5T - Stock in transit CC | 1     |
| Finance Rep. & Analyst Ma | MB5T - Stock in transit CC | 1     |
| Financial Control Departm | MB5T - Stock in transit CC | 1     |
| Financial Reporting Manag | MB5T - Stock in transit CC | 1     |
| Logistic GL               | MB5T - Stock in transit CC | 1     |
| Logistic GL Parts         | MB5T - Stock in transit CC | 1     |
| Logistic Officer          | MB5T - Stock in transit CC | 1     |
| Logistic Section Head     | MB5T - Stock in transit CC | 1     |
| Logistic Supervisor       | MB5T - Stock in transit CC | 1     |
| P. Quality & D. Control M | MB5T - Stock in transit CC | 1     |
| PQDC Officer              | MB5T - Stock in transit CC | 1     |
| Procurement Officer       | MB5T - Stock in transit CC | 1     |
| Production Administration | MB5T - Stock in transit CC | 1     |
| Purchasing Adm. Officer   | MB5T - Stock in transit CC | 1     |
| Purchasing Manager        | MB5T - Stock in transit CC | 1     |
| Purchasing Officer        | MB5T - Stock in transit CC | 1     |
| SAP Support               | MB5T - Stock in transit CC | 1     |
| Tender Officer            | MB5T - Stock in transit CC | 1     |
| Warehouse Crew            | MB5T - Stock in transit CC | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| PQDC Officer              | MB90 - Output Processing for Mat. Documents | 1     |
| Traffic & Admin Superinte | MB90 - Output Processing for Mat. Documents | 1     |
| Cost Estimator & Control  | MBAL - Material Documents: Read Archive     | 1     |
| Default position          | MBAL - Material Documents: Read Archive     | 1     |
| Logistic GL               | MBAL - Material Documents: Read Archive     | 1     |
| Logistic GL Parts         | MBAL - Material Documents: Read Archive     | 1     |
| Logistic Manager          | MBAL - Material Documents: Read Archive     | 1     |
| Logistic Officer          | MBAL - Material Documents: Read Archive     | 1     |
| Logistic Section Head     | MBAL - Material Documents: Read Archive     | 1     |
| Logistic Supervisor       | MBAL - Material Documents: Read Archive     | 1     |
| Purchasing Manager        | MBAL - Material Documents: Read Archive     | 1     |
| Warehouse Crew            | MBAL - Material Documents: Read Archive     | 1     |
| Accounting Officer        | MBBR - Batch Input: Create Reservation      | 1     |
| Budget & Control Supervis | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Budget Officer            | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Finance & Adm General Man | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Finance Admin             | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Finance Reporting Officer | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Financial & Accounting Su | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Financial Control Departm | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Financial Reporting Manag | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Financial Reporting Offic | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Financial Reporting Super | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Managerial Reporting Supe | MBBR - Batch Input: Create<br>Reservation   | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| MGM_REP                   | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Mgt Reporting & Budget Se | MBBR - Batch Input: Create<br>Reservation   | 1     |
| Cost Estimator & Control  | MBBS - Display valuated special stock       | 1     |
| Default position          | MBBS - Display valuated special stock       | 1     |
| External Auditor          | MBBS - Display valuated special stock       | 1     |
| Finance Reporting Officer | MBBS - Display valuated special stock       | 1     |
| Financial Reporting Manag | MBBS - Display valuated special stock       | 1     |
| Financial Reporting Offic | MBBS - Display valuated special stock       | 1     |
| Financial Reporting Senio | MBBS - Display valuated special stock       | 1     |
| Internal Auditor          | MBBS - Display valuated special stock       | 1     |
| Logistic GL               | MBBS - Display valuated special stock       | 1     |
| Logistic GL Parts         | MBBS - Display valuated special stock       | 1     |
| Logistic Manager          | MBBS - Display valuated special stock       | 1     |
| Logistic Officer          | MBBS - Display valuated special stock       | 1     |
| Logistic Section Head     | MBBS - Display valuated special stock       | 1     |
| Logistic Supervisor       | MBBS - Display valuated special stock       | 1     |
| Procurement Officer       | MBBS - Display valuated special stock       | 1     |
| Purchasing Adm. Officer   | MBBS - Display valuated special stock       | 1     |
| Purchasing Manager        | MBBS - Display valuated special stock       | 1     |
| Purchasing Officer        | MBBS - Display valuated special stock       | 1     |
| SAP Support               | MBBS - Display valuated special stock       | 1     |
| Tender Officer            | MBBS - Display valuated special stock       | 1     |
| Warehouse Crew            | MBBS - Display valuated special stock       | 1     |
| Cost Estimator & Control  | MBGR - Displ. Material Docs. by Mvt. Reason | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Default position          | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| External Auditor          | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Finance Reporting Officer | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Financial Reporting Manag | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Financial Reporting Offic | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Financial Reporting Senio | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Internal Auditor          | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Logistic GL               | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Logistic GL Parts         | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Logistic Manager          | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Logistic Officer          | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Logistic Section Head     | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Logistic Supervisor       | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Purchasing Manager        | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| SAP Support               | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Warehouse Crew            | MBGR - Displ. Material Docs. by Mvt.<br>Reason | 1     |
| Cost Estimator & Control  | MBLB - Stocks at Subcontractor                 | 1     |
| Default position          | MBLB - Stocks at Subcontractor                 | 1     |
| Logistic GL               | MBLB - Stocks at Subcontractor                 | 1     |
| Logistic GL Parts         | MBLB - Stocks at Subcontractor                 | 1     |
| Logistic Manager          | MBLB - Stocks at Subcontractor                 | 1     |
| Logistic Officer          | MBLB - Stocks at Subcontractor                 | 1     |
| Logistic Section Head     | MBLB - Stocks at Subcontractor                 | 1     |
| Logistic Supervisor       | MBLB - Stocks at Subcontractor                 | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Procurement Officer       | MBLB - Stocks at Subcontractor          | 1     |
| Purchasing Adm. Officer   | MBLB - Stocks at Subcontractor          | 1     |
| Purchasing Manager        | MBLB - Stocks at Subcontractor          | 1     |
| Purchasing Officer        | MBLB - Stocks at Subcontractor          | 1     |
| Tender Officer            | MBLB - Stocks at Subcontractor          | 1     |
| Warehouse Crew            | MBLB - Stocks at Subcontractor          | 1     |
| Cost Estimator & Control  | MBSM - Display Cancelled Material Docs. | 1     |
| Default position          | MBSM - Display Cancelled Material Docs. | 1     |
| External Auditor          | MBSM - Display Cancelled Material Docs. | 1     |
| Finance Reporting Officer | MBSM - Display Cancelled Material Docs. | 1     |
| Financial Reporting Manag | MBSM - Display Cancelled Material Docs. | 1     |
| Financial Reporting Offic | MBSM - Display Cancelled Material Docs. | 1     |
| Financial Reporting Senio | MBSM - Display Cancelled Material Docs. | 1     |
| Internal Auditor          | MBSM - Display Cancelled Material Docs. | 1     |
| Logistic GL               | MBSM - Display Cancelled Material Docs. | 1     |
| Logistic GL Parts         | MBSM - Display Cancelled Material Docs. | 1     |
| Logistic Manager          | MBSM - Display Cancelled Material Docs. | 1     |
| Logistic Officer          | MBSM - Display Cancelled Material Docs. | 1     |
| Logistic Section Head     | MBSM - Display Cancelled Material Docs. | 1     |
| Logistic Supervisor       | MBSM - Display Cancelled Material Docs. | 1     |
| P. Quality & D. Control M | MBSM - Display Cancelled Material Docs. | 1     |
| PQDC Officer              | MBSM - Display Cancelled Material Docs. | 1     |
| Purchasing Manager        | MBSM - Display Cancelled Material Docs. | 1     |
| SAP Support               | MBSM - Display Cancelled Material Docs. | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Warehouse Crew            | MBSM - Display Cancelled Material Docs.        | 1     |
| Accounting Manager        | MBST - Cancel Material Document                | 1     |
| AR Control Manager        | MBST - Cancel Material Document                | 1     |
| Contract Management Engin | MBST - Cancel Material Document                | 1     |
| CPP & Hauling Road Superv | MBST - Cancel Material Document                | 1     |
| CPP Supervisor            | MBST - Cancel Material Document                | 1     |
| Default position          | MBST - Cancel Material Document                | 1     |
| Finance Rep. & Analyst Ma | MBST - Cancel Material Document                | 1     |
| Financial Control Departm | MBST - Cancel Material Document                | 1     |
| Financial Reporting Manag | MBST - Cancel Material Document                | 1     |
| Logistic GL               | MBST - Cancel Material Document                | 1     |
| Logistic GL Parts         | MBST - Cancel Material Document                | 1     |
| Logistic Officer          | MBST - Cancel Material Document                | 1     |
| Logistic Section Head     | MBST - Cancel Material Document                | 1     |
| Logistic Supervisor       | MBST - Cancel Material Document                | 1     |
| P. Quality & D. Control M | MBST - Cancel Material Document                | 1     |
| Warehouse Crew            | MBST - Cancel Material Document                | 1     |
| Default position          | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |
| Logistic GL               | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |
| Logistic GL Parts         | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |
| Logistic Officer          | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |
| Logistic Section Head     | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |
| Logistic Supervisor       | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |
| Warehouse Crew            | MBSU - Place in Stor.for Mat.Doc:<br>Init.Scrn | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Accounting Officer        | MBVR - Management Program:<br>Reservations   | 1     |
| Budget & Control Supervis | MBVR - Management Program:<br>Reservations   | 1     |
| Budget Officer            | MBVR - Management Program:<br>Reservations   | 1     |
| Finance & Adm General Man | MBVR - Management Program: Reservations      | 1     |
| Finance Admin             | MBVR - Management Program: Reservations      | 1     |
| Finance Reporting Officer | MBVR - Management Program:<br>Reservations   | 1     |
| Financial & Accounting Su | MBVR - Management Program:<br>Reservations   | 1     |
| Financial Control Departm | MBVR - Management Program: Reservations      | 1     |
| Financial Reporting Manag | MBVR - Management Program: Reservations      | 1     |
| Financial Reporting Offic | MBVR - Management Program: Reservations      | 1     |
| Financial Reporting Super | MBVR - Management Program: Reservations      | 1     |
| Managerial Reporting Supe | MBVR - Management Program: Reservations      | 1     |
| MGM_REP                   | MBVR - Management Program: Reservations      | 1     |
| Mgt Reporting & Budget Se | MBVR - Management Program: Reservations      | 1     |
| Procurement Officer       | MC\$4 - PURCHIS: Vendor PurchVal Selection   | 1     |
| Purchasing Adm. Officer   | MC\$4 - PURCHIS: Vendor PurchVal Selection   | 1     |
| Purchasing Officer        | MC\$4 - PURCHIS: Vendor PurchVal Selection   | 1     |
| SAP Support               | MC\$4 - PURCHIS: Vendor PurchVal Selection   | 1     |
| Tender Officer            | MC\$4 - PURCHIS: Vendor PurchVal Selection   | 1     |
| External Auditor          | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock | 1     |
| Finance Reporting Officer | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock | 1     |
| Financial Reporting Manag | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock | 1     |
| Financial Reporting Offic | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock | 1     |
| Financial Reporting Senio | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Internal Auditor          | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock   | 1     |
| SAP Support               | MC.5 - INVCO: SLoc Anal. Selection,<br>Stock   | 1     |
| SAP Support               | MC.6 - INVCO: SLoc Anal. Selection: Rec/Iss    | 1     |
| Accounting Administrator  | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Accounting Manager        | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Accounting Officer        | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Administration Staff      | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| AP & AR Control Superviso | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Contract Management Engin | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Finance Admin             | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Finance Rep. & Analyst Ma | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Finance Reporting Officer | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Financial & Accounting Su | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Financial Control Departm | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Financial Reporting Manag | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Financial Reporting Offic | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Financial Reporting Senio | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Financial Reporting Super | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Gen. Accounting Superviso | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| President Director        | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Production Administration | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| Project Administration    | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| SAP Support               | MC.9 - INVCO: Material<br>Anal.Selection,Stock | 1     |
| SAP Support               | MC.A - INVCO: Mat.Anal.Selection, Rec/Iss      | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Default position          | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Logistic GL               | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Logistic GL Parts         | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Logistic Manager          | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Logistic Officer          | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Logistic Section Head     | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Logistic Supervisor       | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| Warehouse Crew            | MC.B - INVCO: Mat.Anal.Selection,<br>Turnover | 1     |
| External Auditor          | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| Finance Reporting Officer | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| Financial Reporting Manag | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| Financial Reporting Offic | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| Financial Reporting Senio | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| Internal Auditor          | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| SAP Support               | MC40 - INVCO: ABC Analysis of Usage Values    | 1     |
| External Auditor          | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| Finance Reporting Officer | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| Financial Reporting Manag | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| Financial Reporting Offic | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| Financial Reporting Senio | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| Internal Auditor          | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| SAP Support               | MC41 - INVCO: ABC Analysis of Reqmt Values    | 1     |
| External Auditor          | MC42 - INVCO: Range of Coverage by Usg.Val.   | 1     |
| Finance Reporting Officer | MC42 - INVCO: Range of Coverage by Usg.Val.   | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | MC42 - INVCO: Range of Coverage by Usg.Val.     | 1     |
| Financial Reporting Offic | MC42 - INVCO: Range of Coverage by Usg.Val.     | 1     |
| Financial Reporting Senio | MC42 - INVCO: Range of Coverage by Usg.Val.     | 1     |
| Internal Auditor          | MC42 - INVCO: Range of Coverage by Usg.Val.     | 1     |
| SAP Support               | MC42 - INVCO: Range of Coverage by Usg.Val.     | 1     |
| External Auditor          | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| Finance Reporting Officer | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| Financial Reporting Manag | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| Financial Reporting Offic | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| Financial Reporting Senio | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| Internal Auditor          | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| SAP Support               | MC43 - INVCO: Range Of Coverage By Reqmts       | 1     |
| External Auditor          | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| Finance Reporting Officer | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| Financial Reporting Manag | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| Financial Reporting Offic | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| Financial Reporting Senio | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| Internal Auditor          | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| SAP Support               | MC46 - INVCO: Analysis of Slow-<br>Moving Items | 1     |
| External Auditor          | MC48 - INVCO: Anal. of Current Stock<br>Values  | 1     |
| Finance Reporting Officer | MC48 - INVCO: Anal. of Current Stock<br>Values  | 1     |
| Financial Reporting Manag | MC48 - INVCO: Anal. of Current Stock<br>Values  | 1     |
| Financial Reporting Offic | MC48 - INVCO: Anal. of Current Stock<br>Values  | 1     |
| Financial Reporting Senio | MC48 - INVCO: Anal. of Current Stock Values     | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Internal Auditor          | MC48 - INVCO: Anal. of Current Stock Values  | 1     |
| SAP Support               | MC48 - INVCO: Anal. of Current Stock Values  | 1     |
| External Auditor          | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| Finance Reporting Officer | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| Financial Reporting Manag | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| Financial Reporting Offic | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| Financial Reporting Senio | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| Internal Auditor          | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| SAP Support               | MC50 - INVCO: Analysis of Dead Stock         | 1     |
| Accounting Officer        | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Budget & Control Supervis | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Budget Officer            | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Finance & Adm General Man | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Finance Admin             | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Finance Reporting Officer | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Financial & Accounting Su | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Financial Control Departm | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Financial Reporting Manag | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Financial Reporting Offic | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Financial Reporting Super | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Managerial Reporting Supe | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| MGM_REP                   | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Mgt Reporting & Budget Se | MCBE - INVCO: Material Analysis<br>Selection | 1     |
| Administration Staff      | MCBR - INVCO: Batch Analysis<br>Selection    | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Contract Management Engin | MCBR - INVCO: Batch Analysis<br>Selection   | 1     |
| CPP & Hauling Road Superv | MCBR - INVCO: Batch Analysis<br>Selection   | 1     |
| CPP Superintendent        | MCBR - INVCO: Batch Analysis<br>Selection   | 1     |
| CPP Supervisor            | MCBR - INVCO: Batch Analysis<br>Selection   | 1     |
| Production Administration | MCBR - INVCO: Batch Analysis<br>Selection   | 1     |
| SAP Support               | MCBR - INVCO: Batch Analysis<br>Selection   | 1     |
| Cost Estimator & Control  | MCE1 - PURCHIS: PurchGrp Analysis Selection | 1     |
| Procurement Officer       | MCE1 - PURCHIS: PurchGrp Analysis Selection | 1     |
| Purchasing Adm. Officer   | MCE1 - PURCHIS: PurchGrp Analysis Selection | 1     |
| Purchasing Manager        | MCE1 - PURCHIS: PurchGrp Analysis Selection | 1     |
| Purchasing Officer        | MCE1 - PURCHIS: PurchGrp Analysis Selection | 1     |
| Tender Officer            | MCE1 - PURCHIS: PurchGrp Analysis Selection | 1     |
| Cost Estimator & Control  | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| External Auditor          | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Finance Reporting Officer | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Financial Reporting Manag | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Financial Reporting Offic | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Financial Reporting Senio | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Internal Auditor          | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Procurement Officer       | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Purchasing Adm. Officer   | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Purchasing Manager        | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| Purchasing Officer        | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |
| SAP Support               | MCE3 - PURCHIS: Vendor Analysis Selection   | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Tender Officer            | MCE3 - PURCHIS: Vendor Analysis<br>Selection   | 1     |
| Cost Estimator & Control  | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| External Auditor          | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Finance Reporting Officer | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Financial Reporting Manag | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Financial Reporting Offic | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Financial Reporting Senio | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Internal Auditor          | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Procurement Officer       | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Purchasing Adm. Officer   | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Purchasing Manager        | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Purchasing Officer        | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| SAP Support               | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Tender Officer            | MCE5 - PURCHIS: MatGrp Analysis Selection      | 1     |
| Cost Estimator & Control  | MCE7 - PURCHIS: Material Analysis Selection    | 1     |
| Procurement Officer       | MCE7 - PURCHIS: Material Analysis Selection    | 1     |
| Purchasing Adm. Officer   | MCE7 - PURCHIS: Material Analysis<br>Selection | 1     |
| Purchasing Manager        | MCE7 - PURCHIS: Material Analysis<br>Selection | 1     |
| Purchasing Officer        | MCE7 - PURCHIS: Material Analysis<br>Selection | 1     |
| Tender Officer            | MCE7 - PURCHIS: Material Analysis<br>Selection | 1     |
| Cost Estimator & Control  | MCE8 - PURCHIS: Service Analysis<br>Selection  | 1     |
| External Auditor          | MCE8 - PURCHIS: Service Analysis<br>Selection  | 1     |
| Finance Reporting Officer | MCE8 - PURCHIS: Service Analysis<br>Selection  | 1     |
| Financial Reporting Manag | MCE8 - PURCHIS: Service Analysis Selection     | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Financial Reporting Senio | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Internal Auditor          | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Procurement Officer       | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Purchasing Adm. Officer   | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Purchasing Manager        | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Purchasing Officer        | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| SAP Support               | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Tender Officer            | MCE8 - PURCHIS: Service Analysis<br>Selection | 1     |
| Asset Officer             | MCI1 - PMIS: Object Class Analysis            | 1     |
| Building & General Asset  | MCI1 - PMIS: Object Class Analysis            | 1     |
| Elect. P & C Engineer     | MCI1 - PMIS: Object Class Analysis            | 1     |
| Electrical Supervisor     | MCI1 - PMIS: Object Class Analysis            | 1     |
| Engineering Manager       | MCI1 - PMIS: Object Class Analysis            | 1     |
| External Auditor          | MCI1 - PMIS: Object Class Analysis            | 1     |
| Finance Reporting Officer | MCI1 - PMIS: Object Class Analysis            | 1     |
| Financial Reporting Manag | MCI1 - PMIS: Object Class Analysis            | 1     |
| Financial Reporting Offic | MCI1 - PMIS: Object Class Analysis            | 1     |
| Financial Reporting Senio | MCI1 - PMIS: Object Class Analysis            | 1     |
| Internal Auditor          | MCI1 - PMIS: Object Class Analysis            | 1     |
| Mech & Elect Superintende | MCI1 - PMIS: Object Class Analysis            | 1     |
| Mech. P & C Engineer      | MCI1 - PMIS: Object Class Analysis            | 1     |
| Mechanical Supervisor     | MCI1 - PMIS: Object Class Analysis            | 1     |
| P&C Superintendent        | MCI1 - PMIS: Object Class Analysis            | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Plant Maintenance Officer | MCI1 - PMIS: Object Class Analysis | 1     |
| SAP Support               | MCI1 - PMIS: Object Class Analysis | 1     |
| Asset Officer             | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Building & General Asset  | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Elect. P & C Engineer     | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Electrical Supervisor     | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Engineering Manager       | MCI2 - PMIS: Manufacturer Analysis | 1     |
| External Auditor          | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Finance Reporting Officer | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Financial Reporting Manag | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Financial Reporting Offic | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Financial Reporting Senio | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Internal Auditor          | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Mech & Elect Superintende | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Mech. P & C Engineer      | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Mechanical Supervisor     | MCI2 - PMIS: Manufacturer Analysis | 1     |
| P&C Superintendent        | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Plant Maintenance Officer | MCI2 - PMIS: Manufacturer Analysis | 1     |
| SAP Support               | MCI2 - PMIS: Manufacturer Analysis | 1     |
| Asset Officer             | MCI3 - PMIS: Location Analysis     | 1     |
| Building & General Asset  | MCI3 - PMIS: Location Analysis     | 1     |
| Elect. P & C Engineer     | MCI3 - PMIS: Location Analysis     | 1     |
| Electrical Supervisor     | MCI3 - PMIS: Location Analysis     | 1     |
| Engineering Manager       | MCI3 - PMIS: Location Analysis     | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| External Auditor          | MCI3 - PMIS: Location Analysis      | 1     |
| Finance Reporting Officer | MCI3 - PMIS: Location Analysis      | 1     |
| Financial Reporting Manag | MCI3 - PMIS: Location Analysis      | 1     |
| Financial Reporting Offic | MCI3 - PMIS: Location Analysis      | 1     |
| Financial Reporting Senio | MCI3 - PMIS: Location Analysis      | 1     |
| Internal Auditor          | MCI3 - PMIS: Location Analysis      | 1     |
| Mech & Elect Superintende | MCI3 - PMIS: Location Analysis      | 1     |
| Mech. P & C Engineer      | MCI3 - PMIS: Location Analysis      | 1     |
| Mechanical Supervisor     | MCI3 - PMIS: Location Analysis      | 1     |
| P&C Superintendent        | MCI3 - PMIS: Location Analysis      | 1     |
| Plant Maintenance Officer | MCI3 - PMIS: Location Analysis      | 1     |
| SAP Support               | MCI3 - PMIS: Location Analysis      | 1     |
| Asset Officer             | MCI4 - PMIS: Planner Group Analysis | 1     |
| Building & General Asset  | MCI4 - PMIS: Planner Group Analysis | 1     |
| Elect. P & C Engineer     | MCI4 - PMIS: Planner Group Analysis | 1     |
| Electrical Supervisor     | MCI4 - PMIS: Planner Group Analysis | 1     |
| Engineering Manager       | MCI4 - PMIS: Planner Group Analysis | 1     |
| External Auditor          | MCI4 - PMIS: Planner Group Analysis | 1     |
| Finance Reporting Officer | MCI4 - PMIS: Planner Group Analysis | 1     |
| Financial Reporting Manag | MCI4 - PMIS: Planner Group Analysis | 1     |
| Financial Reporting Offic | MCI4 - PMIS: Planner Group Analysis | 1     |
| Financial Reporting Senio | MCI4 - PMIS: Planner Group Analysis | 1     |
| Internal Auditor          | MCI4 - PMIS: Planner Group Analysis | 1     |
| Mech & Elect Superintende | MCI4 - PMIS: Planner Group Analysis | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Mech. P & C Engineer      | MCI4 - PMIS: Planner Group Analysis | 1     |
| Mechanical Supervisor     | MCI4 - PMIS: Planner Group Analysis | 1     |
| P&C Superintendent        | MCI4 - PMIS: Planner Group Analysis | 1     |
| Plant Maintenance Officer | MCI4 - PMIS: Planner Group Analysis | 1     |
| SAP Support               | MCI4 - PMIS: Planner Group Analysis | 1     |
| Asset Officer             | MCI5 - PMIS: Object Damage Analysis | 1     |
| Building & General Asset  | MCI5 - PMIS: Object Damage Analysis | 1     |
| Elect. P & C Engineer     | MCI5 - PMIS: Object Damage Analysis | 1     |
| Electrical Supervisor     | MCI5 - PMIS: Object Damage Analysis | 1     |
| Engineering Manager       | MCI5 - PMIS: Object Damage Analysis | 1     |
| External Auditor          | MCI5 - PMIS: Object Damage Analysis | 1     |
| Finance Reporting Officer | MCI5 - PMIS: Object Damage Analysis | 1     |
| Financial Reporting Manag | MCI5 - PMIS: Object Damage Analysis | 1     |
| Financial Reporting Offic | MCI5 - PMIS: Object Damage Analysis | 1     |
| Financial Reporting Senio | MCI5 - PMIS: Object Damage Analysis | 1     |
| Internal Auditor          | MCI5 - PMIS: Object Damage Analysis | 1     |
| Mech & Elect Superintende | MCI5 - PMIS: Object Damage Analysis | 1     |
| Mech. P & C Engineer      | MCI5 - PMIS: Object Damage Analysis | 1     |
| Mechanical Supervisor     | MCI5 - PMIS: Object Damage Analysis | 1     |
| P&C Superintendent        | MCI5 - PMIS: Object Damage Analysis | 1     |
| Plant Maintenance Officer | MCI5 - PMIS: Object Damage Analysis | 1     |
| SAP Support               | MCI5 - PMIS: Object Damage Analysis | 1     |
| Asset Officer             | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Building & General Asset  | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Elect. P & C Engineer     | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Electrical Supervisor     | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Engineering Manager       | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| External Auditor          | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Finance Reporting Officer | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Financial Reporting Manag | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Financial Reporting Offic | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Financial Reporting Senio | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Internal Auditor          | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Mech & Elect Superintende | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Mech. P & C Engineer      | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Mechanical Supervisor     | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| P&C Superintendent        | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Plant Maintenance Officer | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| SAP Support               | MCI6 - PMIS: Obj.Statistic.Analysis | 1     |
| Asset Officer             | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Building & General Asset  | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Elect. P & C Engineer     | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Electrical Supervisor     | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Engineering Manager       | MCI7 - PMIS: Breakdown Analysis     | 1     |
| External Auditor          | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Finance Reporting Officer | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Financial Reporting Manag | MCI7 - PMIS: Breakdown Analysis     | 1     |
| Financial Reporting Offic | MCI7 - PMIS: Breakdown Analysis     | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Financial Reporting Senio | MCI7 - PMIS: Breakdown Analysis | 1     |
| Internal Auditor          | MCI7 - PMIS: Breakdown Analysis | 1     |
| Mech & Elect Superintende | MCI7 - PMIS: Breakdown Analysis | 1     |
| Mech. P & C Engineer      | MCI7 - PMIS: Breakdown Analysis | 1     |
| Mechanical Supervisor     | MCI7 - PMIS: Breakdown Analysis | 1     |
| P&C Superintendent        | MCI7 - PMIS: Breakdown Analysis | 1     |
| Plant Maintenance Officer | MCI7 - PMIS: Breakdown Analysis | 1     |
| SAP Support               | MCI7 - PMIS: Breakdown Analysis | 1     |
| Asset Officer             | MCI8 - PMIS: Cost Evaluation    | 1     |
| Building & General Asset  | MCI8 - PMIS: Cost Evaluation    | 1     |
| Elect. P & C Engineer     | MCI8 - PMIS: Cost Evaluation    | 1     |
| Electrical Supervisor     | MCI8 - PMIS: Cost Evaluation    | 1     |
| Engineering Manager       | MCI8 - PMIS: Cost Evaluation    | 1     |
| External Auditor          | MCI8 - PMIS: Cost Evaluation    | 1     |
| Finance Reporting Officer | MCI8 - PMIS: Cost Evaluation    | 1     |
| Financial Reporting Manag | MCI8 - PMIS: Cost Evaluation    | 1     |
| Financial Reporting Offic | MCI8 - PMIS: Cost Evaluation    | 1     |
| Financial Reporting Senio | MCI8 - PMIS: Cost Evaluation    | 1     |
| Internal Auditor          | MCI8 - PMIS: Cost Evaluation    | 1     |
| Mech & Elect Superintende | MCI8 - PMIS: Cost Evaluation    | 1     |
| Mech. P & C Engineer      | MCI8 - PMIS: Cost Evaluation    | 1     |
| Mechanical Supervisor     | MCI8 - PMIS: Cost Evaluation    | 1     |
| P&C Superintendent        | MCI8 - PMIS: Cost Evaluation    | 1     |
| Plant Maintenance Officer | MCI8 - PMIS: Cost Evaluation    | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| SAP Support               | MCI8 - PMIS: Cost Evaluation                   | 1     |
| External Auditor          | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| Finance Reporting Officer | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| Financial Reporting Manag | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| Financial Reporting Offic | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| Financial Reporting Senio | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| Internal Auditor          | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| SAP Support               | MCIA - PMIS: Customer Notification<br>Analysis | 1     |
| Asset Officer             | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Building & General Asset  | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Elect. P & C Engineer     | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Electrical Supervisor     | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Engineering Manager       | MCJB - MTTR/MTBR for Equipment                 | 1     |
| External Auditor          | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Finance Reporting Officer | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Financial Reporting Manag | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Financial Reporting Offic | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Financial Reporting Senio | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Internal Auditor          | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Mech & Elect Superintende | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Mech. P & C Engineer      | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Mechanical Supervisor     | MCJB - MTTR/MTBR for Equipment                 | 1     |
| P&C Superintendent        | MCJB - MTTR/MTBR for Equipment                 | 1     |
| Plant Maintenance Officer | MCJB - MTTR/MTBR for Equipment                 | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| SAP Support               | MCJB - MTTR/MTBR for Equipment               | 1     |
| Asset Officer             | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Building & General Asset  | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Elect. P & C Engineer     | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Electrical Supervisor     | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Engineering Manager       | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| External Auditor          | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Finance Reporting Officer | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Financial Reporting Manag | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Financial Reporting Offic | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Financial Reporting Senio | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Internal Auditor          | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Mech & Elect Superintende | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Mech. P & C Engineer      | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Mechanical Supervisor     | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| P&C Superintendent        | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Plant Maintenance Officer | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| SAP Support               | MCJC - FunctLoc: Mean Time Between Repair    | 1     |
| Area 1 Marketing & S. man | MCTA - SIS: Customer Analysis -<br>Selection | 1     |
| Area 2 Marketing & S. man | MCTA - SIS: Customer Analysis -<br>Selection | 1     |
| Area 3 Marketing & S. man | MCTA - SIS: Customer Analysis -<br>Selection | 1     |
| External Auditor          | MCTA - SIS: Customer Analysis -<br>Selection | 1     |
| Finance Reporting Officer | MCTA - SIS: Customer Analysis -<br>Selection | 1     |
| Financial Reporting Manag | MCTA - SIS: Customer Analysis -<br>Selection | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | MCTA - SIS: Customer Analysis -<br>Selection   | 1     |
| Financial Reporting Senio | MCTA - SIS: Customer Analysis -<br>Selection   | 1     |
| Internal Auditor          | MCTA - SIS: Customer Analysis -<br>Selection   | 1     |
| Marketing Support Officer | MCTA - SIS: Customer Analysis -<br>Selection   | 1     |
| SAP Support               | MCTA - SIS: Customer Analysis -<br>Selection   | 1     |
| Shipment Admin Officer    | MCTA - SIS: Customer Analysis -<br>Selection   | 1     |
| Area 1 Marketing & S. man | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Area 2 Marketing & S. man | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Area 3 Marketing & S. man | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| External Auditor          | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Finance Reporting Officer | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Financial Reporting Manag | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Financial Reporting Offic | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Financial Reporting Senio | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Internal Auditor          | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Marketing Support Officer | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| SAP Support               | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Shipment Admin Officer    | MCTC - SIS: Material Analysis -<br>Selection   | 1     |
| Area 1 Marketing & S. man | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Area 2 Marketing & S. man | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Area 3 Marketing & S. man | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| External Auditor          | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Finance Reporting Officer | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Financial Reporting Manag | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | MCTE - SIS: Sales Org. Analysis - Selection    | 1     |
| Financial Reporting Senio | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Internal Auditor          | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Marketing Support Officer | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| SAP Support               | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Shipment Admin Officer    | MCTE - SIS: Sales Org. Analysis -<br>Selection | 1     |
| Area 1 Marketing & S. man | MCTG - SIS: Sales Office Analysis<br>Selection | 1     |
| Area 2 Marketing & S. man | MCTG - SIS: Sales Office Analysis<br>Selection | 1     |
| Area 3 Marketing & S. man | MCTG - SIS: Sales Office Analysis<br>Selection | 1     |
| Marketing Support Officer | MCTG - SIS: Sales Office Analysis<br>Selection | 1     |
| Shipment Admin Officer    | MCTG - SIS: Sales Office Analysis<br>Selection | 1     |
| Area 1 Marketing & S. man | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Area 2 Marketing & S. man | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Area 3 Marketing & S. man | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| External Auditor          | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Finance Reporting Officer | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Financial Reporting Manag | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Financial Reporting Offic | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Financial Reporting Senio | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Internal Auditor          | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Marketing Support Officer | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| SAP Support               | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Transport & Shipment Mana | MCTK - SIS: Shipping Pt. Analysis<br>Selection | 1     |
| Area 1 Marketing & S. man | MCUA - TIS: Shpt analysis                      | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Area 2 Marketing & S. man | MCUA - TIS: Shpt analysis                      | 1     |
| Area 3 Marketing & S. man | MCUA - TIS: Shpt analysis                      | 1     |
| Marketing Support Officer | MCUA - TIS: Shpt analysis                      | 1     |
| Transport & Shipment Mana | MCUA - TIS: Shpt analysis                      | 1     |
| Area 1 Marketing & S. man | MCUB - TIS: Shipment Analysis: Routes          | 1     |
| Area 2 Marketing & S. man | MCUB - TIS: Shipment Analysis: Routes          | 1     |
| Area 3 Marketing & S. man | MCUB - TIS: Shipment Analysis: Routes          | 1     |
| Marketing Support Officer | MCUB - TIS: Shipment Analysis: Routes          | 1     |
| Transport & Shipment Mana | MCUB - TIS: Shipment Analysis: Routes          | 1     |
| Area 1 Marketing & S. man | MCUC - TIS: ShipmentAnaly:<br>MeansOfTransport | 1     |
| Area 2 Marketing & S. man | MCUC - TIS: ShipmentAnaly:<br>MeansOfTransport | 1     |
| Area 3 Marketing & S. man | MCUC - TIS: ShipmentAnaly:<br>MeansOfTransport | 1     |
| Marketing Support Officer | MCUC - TIS: ShipmentAnaly:<br>MeansOfTransport | 1     |
| Transport & Shipment Mana | MCUC - TIS: ShipmentAnaly:<br>MeansOfTransport | 1     |
| Area 1 Marketing & S. man | MCUD - TIS: Shipment Analysis:<br>Shipping     | 1     |
| Area 2 Marketing & S. man | MCUD - TIS: Shipment Analysis:<br>Shipping     | 1     |
| Area 3 Marketing & S. man | MCUD - TIS: Shipment Analysis:<br>Shipping     | 1     |
| Marketing Support Officer | MCUD - TIS: Shipment Analysis:<br>Shipping     | 1     |
| Transport & Shipment Mana | MCUD - TIS: Shipment Analysis:<br>Shipping     | 1     |
| Area 1 Marketing & S. man | MCUE - TIS: Shipment Analysis: Stages          | 1     |
| Area 2 Marketing & S. man | MCUE - TIS: Shipment Analysis: Stages          | 1     |
| Area 3 Marketing & S. man | MCUE - TIS: Shipment Analysis: Stages          | 1     |
| Marketing Support Officer | MCUE - TIS: Shipment Analysis: Stages          | 1     |
| Transport & Shipment Mana | MCUE - TIS: Shipment Analysis: Stages          | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Area 1 Marketing & S. man | MCUF - TIS: Shipment Analysis:<br>Material  | 1     |
| Area 2 Marketing & S. man | MCUF - TIS: Shipment Analysis:<br>Material  | 1     |
| Area 3 Marketing & S. man | MCUF - TIS: Shipment Analysis:<br>Material  | 1     |
| Marketing Support Officer | MCUF - TIS: Shipment Analysis:<br>Material  | 1     |
| Transport & Shipment Mana | MCUF - TIS: Shipment Analysis:<br>Material  | 1     |
| External Auditor          | MCV5 - Call Up Price List w.Stepped Display | 1     |
| Finance Reporting Officer | MCV5 - Call Up Price List w.Stepped Display | 1     |
| Financial Reporting Manag | MCV5 - Call Up Price List w.Stepped Display | 1     |
| Financial Reporting Offic | MCV5 - Call Up Price List w.Stepped Display | 1     |
| Financial Reporting Senio | MCV5 - Call Up Price List w.Stepped Display | 1     |
| Internal Auditor          | MCV5 - Call Up Price List w.Stepped Display | 1     |
| SAP Support               | MCV5 - Call Up Price List w.Stepped Display | 1     |
| External Auditor          | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| Finance Reporting Officer | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| Financial Reporting Manag | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| Financial Reporting Offic | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| Financial Reporting Senio | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| Internal Auditor          | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| SAP Support               | MCW3 - PURCHIS: Evaluate VBD<br>Header      | 1     |
| External Auditor          | MCW4 - PURCHIS: Evaluate VBD Item           | 1     |
| Finance Reporting Officer | MCW4 - PURCHIS: Evaluate VBD Item           | 1     |
| Financial Reporting Manag | MCW4 - PURCHIS: Evaluate VBD Item           | 1     |
| Financial Reporting Offic | MCW4 - PURCHIS: Evaluate VBD Item           | 1     |
| Financial Reporting Senio | MCW4 - PURCHIS: Evaluate VBD Item           | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Internal Auditor          | MCW4 - PURCHIS: Evaluate VBD Item              | 1     |
| SAP Support               | MCW4 - PURCHIS: Evaluate VBD Item              | 1     |
| External Auditor          | MD01 - MRP Run                                 | 1     |
| Finance Reporting Officer | MD01 - MRP Run                                 | 1     |
| Financial Reporting Manag | MD01 - MRP Run                                 | 1     |
| Financial Reporting Offic | MD01 - MRP Run                                 | 1     |
| Financial Reporting Senio | MD01 - MRP Run                                 | 1     |
| Internal Auditor          | MD01 - MRP Run                                 | 1     |
| Logistic Section Head     | MD01 - MRP Run                                 | 1     |
| SAP Support               | MD01 - MRP Run                                 | 1     |
| AR Control Manager        | MD02 - MRP - Single-item, Multi-level -        | 1     |
| Contract Management Engin | MD02 - MRP - Single-item, Multi-level -        | 1     |
| AR Control Manager        | MD03 - MRP-Individual Planning-Single<br>Level | 1     |
| Contract Management Engin | MD03 - MRP-Individual Planning-Single Level    | 1     |
| Logistic Section Head     | MD03 - MRP-Individual Planning-Single Level    | 1     |
| SAP Support               | MD03 - MRP-Individual Planning-Single Level    | 1     |
| AR Control Manager        | MD04 - Display Stock/Requirements Situation    | 1     |
| Asset Officer             | MD04 - Display Stock/Requirements Situation    | 1     |
| Building & General Asset  | MD04 - Display Stock/Requirements Situation    | 1     |
| Contract Management Engin | MD04 - Display Stock/Requirements Situation    | 1     |
| Cost Estimator & Control  | MD04 - Display Stock/Requirements Situation    | 1     |
| Elect. P & C Engineer     | MD04 - Display Stock/Requirements Situation    | 1     |
| Electrical Supervisor     | MD04 - Display Stock/Requirements Situation    | 1     |
| Engineering Manager       | MD04 - Display Stock/Requirements Situation    | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| External Auditor          | MD04 - Display Stock/Requirements Situation | 1     |
| Finance Reporting Officer | MD04 - Display Stock/Requirements Situation | 1     |
| Financial Reporting Manag | MD04 - Display Stock/Requirements Situation | 1     |
| Financial Reporting Offic | MD04 - Display Stock/Requirements Situation | 1     |
| Financial Reporting Senio | MD04 - Display Stock/Requirements Situation | 1     |
| Internal Auditor          | MD04 - Display Stock/Requirements Situation | 1     |
| Logistic Section Head     | MD04 - Display Stock/Requirements Situation | 1     |
| Mech & Elect Superintende | MD04 - Display Stock/Requirements Situation | 1     |
| Mech. P & C Engineer      | MD04 - Display Stock/Requirements Situation | 1     |
| Mechanical Supervisor     | MD04 - Display Stock/Requirements Situation | 1     |
| P&C Superintendent        | MD04 - Display Stock/Requirements Situation | 1     |
| P. Quality & D. Control M | MD04 - Display Stock/Requirements Situation | 1     |
| Plant Maintenance Officer | MD04 - Display Stock/Requirements Situation | 1     |
| PQDC Officer              | MD04 - Display Stock/Requirements Situation | 1     |
| Production Administration | MD04 - Display Stock/Requirements Situation | 1     |
| Purchasing Manager        | MD04 - Display Stock/Requirements Situation | 1     |
| SAP Support               | MD04 - Display Stock/Requirements Situation | 1     |
| Cost Estimator & Control  | MD05 - Individual Display Of MRP List       | 1     |
| External Auditor          | MD05 - Individual Display Of MRP List       | 1     |
| Finance Reporting Officer | MD05 - Individual Display Of MRP List       | 1     |
| Financial Reporting Manag | MD05 - Individual Display Of MRP List       | 1     |
| Financial Reporting Offic | MD05 - Individual Display Of MRP List       | 1     |
| Financial Reporting Senio | MD05 - Individual Display Of MRP List       | 1     |
| Internal Auditor          | MD05 - Individual Display Of MRP List       | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Logistic Section Head     | MD05 - Individual Display Of MRP List        | 1     |
| Purchasing Manager        | MD05 - Individual Display Of MRP List        | 1     |
| SAP Support               | MD05 - Individual Display Of MRP List        | 1     |
| Logistic Section Head     | MD08 - Reorg. MRP Lists                      | 1     |
| Logistic Section Head     | MD11 - Create Planned Order                  | 1     |
| Contract Management Engin | MD12 - Change Planned Order                  | 1     |
| Logistic Section Head     | MD12 - Change Planned Order                  | 1     |
| SAP Support               | MD12 - Change Planned Order                  | 1     |
| Cost Estimator & Control  | MD13 - Display Planned Order                 | 1     |
| Logistic Manager          | MD13 - Display Planned Order                 | 1     |
| Logistic Section Head     | MD13 - Display Planned Order                 | 1     |
| Purchasing Manager        | MD13 - Display Planned Order                 | 1     |
| Logistic Section Head     | MD14 - Individual Conversion of Plnned Ord.  | 1     |
| Logistic Section Head     | MD15 - Collective Conversion Of Plnd Ordrs.  | 1     |
| Cost Estimator & Control  | MD16 - Collective Display of Planned Orders  | 1     |
| Logistic Section Head     | MD16 - Collective Display of Planned Orders  | 1     |
| Purchasing Manager        | MD16 - Collective Display of Planned Orders  | 1     |
| Logistic Section Head     | MD20 - Create Planning File Entry            | 1     |
| Cost Estimator & Control  | MD21 - Display Planning File Entry           | 1     |
| Logistic Manager          | MD21 - Display Planning File Entry           | 1     |
| Logistic Section Head     | MD21 - Display Planning File Entry           | 1     |
| Purchasing Manager        | MD21 - Display Planning File Entry           | 1     |
| Contract Management Engin | MD61 - Create Planned Indep. Requirements    | 1     |
| Production Administration | MD61 - Create Planned Indep.<br>Requirements | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Contract Management Engin | MD62 - Change Planned Indep.<br>Requirements  | 1     |
| Production Administration | MD62 - Change Planned Indep.<br>Requirements  | 1     |
| AR Control Manager        | MD63 - Display Planned Indep.<br>Requirements | 1     |
| Contract Management Engin | MD63 - Display Planned Indep.<br>Requirements | 1     |
| Production Administration | MD63 - Display Planned Indep.<br>Requirements | 1     |
| SAP Support               | MD63 - Display Planned Indep.<br>Requirements | 1     |
| AR Control Manager        | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Contract Management Engin | MD73 - Display Total Indep.<br>Requirements   | 1     |
| External Auditor          | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Finance Reporting Officer | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Financial Reporting Manag | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Financial Reporting Offic | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Financial Reporting Senio | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Internal Auditor          | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Production Administration | MD73 - Display Total Indep.<br>Requirements   | 1     |
| SAP Support               | MD73 - Display Total Indep.<br>Requirements   | 1     |
| Contract Management Engin | MD79 - PP Demand Mngmt - XXL List Viewer      | 1     |
| Production Administration | MD79 - PP Demand Mngmt - XXL List Viewer      | 1     |
| Logistic Section Head     | MDBT - MRP Run In Batch                       | 1     |
| Cost Estimator & Control  | MDLD - Print MRP List                         | 1     |
| Logistic Manager          | MDLD - Print MRP List                         | 1     |
| Logistic Section Head     | MDLD - Print MRP List                         | 1     |
| Purchasing Manager        | MDLD - Print MRP List                         | 1     |
| Accounting Officer        | ME03 - Display Source List                    | 1     |

| HR Position                    | Code Matrix                | Count |
|--------------------------------|----------------------------|-------|
| Cash Management Administration | ME03 - Display Source List | 1     |
| Contract Management Engin      | ME03 - Display Source List | 1     |
| Cost Estimator & Control       | ME03 - Display Source List | 1     |
| Default position               | ME03 - Display Source List | 1     |
| External Auditor               | ME03 - Display Source List | 1     |
| Finance Admin                  | ME03 - Display Source List | 1     |
| Finance Reporting Officer      | ME03 - Display Source List | 1     |
| Financial Reporting Manag      | ME03 - Display Source List | 1     |
| Financial Reporting Offic      | ME03 - Display Source List | 1     |
| Financial Reporting Senio      | ME03 - Display Source List | 1     |
| Infrastructure Dev. Plan       | ME03 - Display Source List | 1     |
| Internal Auditor               | ME03 - Display Source List | 1     |
| IR & Welfare Superintende      | ME03 - Display Source List | 1     |
| Planning & Design Eng.         | ME03 - Display Source List | 1     |
| Procurement Officer            | ME03 - Display Source List | 1     |
| Production Administration      | ME03 - Display Source List | 1     |
| Project Officer                | ME03 - Display Source List | 1     |
| Purchasing Adm. Officer        | ME03 - Display Source List | 1     |
| Purchasing Manager             | ME03 - Display Source List | 1     |
| Purchasing Officer             | ME03 - Display Source List | 1     |
| SAP Support                    | ME03 - Display Source List | 1     |
| Supporting Infr. Dev. Sup      | ME03 - Display Source List | 1     |
| Tender Officer                 | ME03 - Display Source List | 1     |
| Treasury Administration        | ME03 - Display Source List | 1     |

| HR Position                    | Code Matrix                           | Count |
|--------------------------------|---------------------------------------|-------|
| External Auditor               | ME0M - Source List for Material       | 1     |
| Finance Reporting Officer      | ME0M - Source List for Material       | 1     |
| Financial Reporting Manag      | ME0M - Source List for Material       | 1     |
| Financial Reporting Offic      | ME0M - Source List for Material       | 1     |
| Financial Reporting Senio      | ME0M - Source List for Material       | 1     |
| Internal Auditor               | ME0M - Source List for Material       | 1     |
| SAP Support                    | ME0M - Source List for Material       | 1     |
| Procurement Officer            | ME11 - Create Purchasing Info Record  | 1     |
| Purchasing Adm. Officer        | ME11 - Create Purchasing Info Record  | 1     |
| Purchasing Officer             | ME11 - Create Purchasing Info Record  | 1     |
| SAP Support                    | ME11 - Create Purchasing Info Record  | 1     |
| Tender Officer                 | ME11 - Create Purchasing Info Record  | 1     |
| Procurement Officer            | ME12 - Change Purchasing Info Record  | 1     |
| Purchasing Adm. Officer        | ME12 - Change Purchasing Info Record  | 1     |
| Purchasing Officer             | ME12 - Change Purchasing Info Record  | 1     |
| SAP Support                    | ME12 - Change Purchasing Info Record  | 1     |
| Tender Officer                 | ME12 - Change Purchasing Info Record  | 1     |
| Accounting Officer             | ME13 - Display Purchasing Info Record | 1     |
| Cash Management Administration | ME13 - Display Purchasing Info Record | 1     |
| Contract Management Engin      | ME13 - Display Purchasing Info Record | 1     |
| Cost Estimator & Control       | ME13 - Display Purchasing Info Record | 1     |
| Default position               | ME13 - Display Purchasing Info Record | 1     |
| External Auditor               | ME13 - Display Purchasing Info Record | 1     |
| Finance Admin                  | ME13 - Display Purchasing Info Record | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | ME13 - Display Purchasing Info Record       | 1     |
| Financial Reporting Manag | ME13 - Display Purchasing Info Record       | 1     |
| Financial Reporting Offic | ME13 - Display Purchasing Info Record       | 1     |
| Financial Reporting Senio | ME13 - Display Purchasing Info Record       | 1     |
| Infrastructure Dev. Plan  | ME13 - Display Purchasing Info Record       | 1     |
| Internal Auditor          | ME13 - Display Purchasing Info Record       | 1     |
| IR & Welfare Superintende | ME13 - Display Purchasing Info Record       | 1     |
| Logistic Manager          | ME13 - Display Purchasing Info Record       | 1     |
| Planning & Design Eng.    | ME13 - Display Purchasing Info Record       | 1     |
| Procurement Officer       | ME13 - Display Purchasing Info Record       | 1     |
| Production Administration | ME13 - Display Purchasing Info Record       | 1     |
| Project Officer           | ME13 - Display Purchasing Info Record       | 1     |
| Purchasing Adm. Officer   | ME13 - Display Purchasing Info Record       | 1     |
| Purchasing Manager        | ME13 - Display Purchasing Info Record       | 1     |
| Purchasing Officer        | ME13 - Display Purchasing Info Record       | 1     |
| SAP Support               | ME13 - Display Purchasing Info Record       | 1     |
| Supporting Infr. Dev. Sup | ME13 - Display Purchasing Info Record       | 1     |
| Tender Officer            | ME13 - Display Purchasing Info Record       | 1     |
| Treasury Administration   | ME13 - Display Purchasing Info Record       | 1     |
| External Auditor          | ME14 - Changes to Purchasing Info Record    | 1     |
| Finance Reporting Officer | ME14 - Changes to Purchasing Info Record    | 1     |
| Financial Reporting Manag | ME14 - Changes to Purchasing Info Record    | 1     |
| Financial Reporting Offic | ME14 - Changes to Purchasing Info Record    | 1     |
| Financial Reporting Senio | ME14 - Changes to Purchasing Info<br>Record | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Internal Auditor          | ME14 - Changes to Purchasing Info Record   | 1     |
| SAP Support               | ME14 - Changes to Purchasing Info Record   | 1     |
| External Auditor          | ME1A - Archived Purchasing Info Records    | 1     |
| Finance Reporting Officer | ME1A - Archived Purchasing Info Records    | 1     |
| Financial Reporting Manag | ME1A - Archived Purchasing Info Records    | 1     |
| Financial Reporting Offic | ME1A - Archived Purchasing Info Records    | 1     |
| Financial Reporting Senio | ME1A - Archived Purchasing Info Records    | 1     |
| Internal Auditor          | ME1A - Archived Purchasing Info<br>Records | 1     |
| SAP Support               | ME1A - Archived Purchasing Info Records    | 1     |
| Cost Estimator & Control  | ME1E - Quotation Price History             | 1     |
| External Auditor          | ME1E - Quotation Price History             | 1     |
| Finance Reporting Officer | ME1E - Quotation Price History             | 1     |
| Financial Reporting Manag | ME1E - Quotation Price History             | 1     |
| Financial Reporting Offic | ME1E - Quotation Price History             | 1     |
| Financial Reporting Senio | ME1E - Quotation Price History             | 1     |
| Internal Auditor          | ME1E - Quotation Price History             | 1     |
| Procurement Officer       | ME1E - Quotation Price History             | 1     |
| Purchasing Adm. Officer   | ME1E - Quotation Price History             | 1     |
| Purchasing Manager        | ME1E - Quotation Price History             | 1     |
| Purchasing Officer        | ME1E - Quotation Price History             | 1     |
| SAP Support               | ME1E - Quotation Price History             | 1     |
| Tender Officer            | ME1E - Quotation Price History             | 1     |
| Cost Estimator & Control  | ME1L - Info Records per Vendor             | 1     |
| External Auditor          | ME1L - Info Records per Vendor             | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance Reporting Officer | ME1L - Info Records per Vendor   | 1     |
| Financial Reporting Manag | ME1L - Info Records per Vendor   | 1     |
| Financial Reporting Offic | ME1L - Info Records per Vendor   | 1     |
| Financial Reporting Senio | ME1L - Info Records per Vendor   | 1     |
| Internal Auditor          | ME1L - Info Records per Vendor   | 1     |
| Procurement Officer       | ME1L - Info Records per Vendor   | 1     |
| Purchasing Adm. Officer   | ME1L - Info Records per Vendor   | 1     |
| Purchasing Manager        | ME1L - Info Records per Vendor   | 1     |
| Purchasing Officer        | ME1L - Info Records per Vendor   | 1     |
| SAP Support               | ME1L - Info Records per Vendor   | 1     |
| Tender Officer            | ME1L - Info Records per Vendor   | 1     |
| Cost Estimator & Control  | ME1M - Info Records per Material | 1     |
| External Auditor          | ME1M - Info Records per Material | 1     |
| Finance Reporting Officer | ME1M - Info Records per Material | 1     |
| Financial Reporting Manag | ME1M - Info Records per Material | 1     |
| Financial Reporting Offic | ME1M - Info Records per Material | 1     |
| Financial Reporting Senio | ME1M - Info Records per Material | 1     |
| Internal Auditor          | ME1M - Info Records per Material | 1     |
| Procurement Officer       | ME1M - Info Records per Material | 1     |
| Purchasing Adm. Officer   | ME1M - Info Records per Material | 1     |
| Purchasing Manager        | ME1M - Info Records per Material | 1     |
| Purchasing Officer        | ME1M - Info Records per Material | 1     |
| SAP Support               | ME1M - Info Records per Material | 1     |
| Tender Officer            | ME1M - Info Records per Material | 1     |

| HR Position                    | Code Matrix                               | Count |
|--------------------------------|---|-------|
| Cost Estimator & Control       | ME1P - Purchase Order Price History       | 1     |
| External Auditor               | ME1P - Purchase Order Price History       | 1     |
| Finance Reporting Officer      | ME1P - Purchase Order Price History       | 1     |
| Financial Reporting Manag      | ME1P - Purchase Order Price History       | 1     |
| Financial Reporting Offic      | ME1P - Purchase Order Price History       | 1     |
| Financial Reporting Senio      | ME1P - Purchase Order Price History       | 1     |
| Internal Auditor               | ME1P - Purchase Order Price History       | 1     |
| Procurement Officer            | ME1P - Purchase Order Price History       | 1     |
| Purchasing Adm. Officer        | ME1P - Purchase Order Price History       | 1     |
| Purchasing Manager             | ME1P - Purchase Order Price History       | 1     |
| Purchasing Officer             | ME1P - Purchase Order Price History       | 1     |
| SAP Support                    | ME1P - Purchase Order Price History       | 1     |
| Tender Officer                 | ME1P - Purchase Order Price History       | 1     |
| External Auditor               | ME1W - Info Records per Material<br>Group | 1     |
| Finance Reporting Officer      | ME1W - Info Records per Material<br>Group | 1     |
| Financial Reporting Manag      | ME1W - Info Records per Material<br>Group | 1     |
| Financial Reporting Offic      | ME1W - Info Records per Material<br>Group | 1     |
| Financial Reporting Senio      | ME1W - Info Records per Material<br>Group | 1     |
| Internal Auditor               | ME1W - Info Records per Material<br>Group | 1     |
| SAP Support                    | ME1W - Info Records per Material<br>Group | 1     |
| Accounting Officer             | ME21N - Create Purchase Order             | 1     |
| Administration Staff           | ME21N - Create Purchase Order             | 1     |
| Bank Rels. Officer & Cash      | ME21N - Create Purchase Order             | 1     |
| Cash Management Administration | ME21N - Create Purchase Order             | 1     |

| HR Position                     | Code Matrix                   | Count |
|---------------------------------|-------------------------------|-------|
| Claim & Compensation Admi       | ME21N - Create Purchase Order | 1     |
| ComDev Admin & Logistic         | ME21N - Create Purchase Order | 1     |
| Commuication & Relation Officer | ME21N - Create Purchase Order | 1     |
| Community Rel Admin Suppo       | ME21N - Create Purchase Order | 1     |
| Contract Management Engin       | ME21N - Create Purchase Order | 1     |
| Corporate Affairs Officer       | ME21N - Create Purchase Order | 1     |
| Corporate Secretary Manag       | ME21N - Create Purchase Order | 1     |
| Crewing Officer                 | ME21N - Create Purchase Order | 1     |
| Default position                | ME21N - Create Purchase Order | 1     |
| ER & LM Admin Officer           | ME21N - Create Purchase Order | 1     |
| Executive Secretary             | ME21N - Create Purchase Order | 1     |
| Finance Admin                   | ME21N - Create Purchase Order | 1     |
| Finance Analyst                 | ME21N - Create Purchase Order | 1     |
| Finance Reporting Officer       | ME21N - Create Purchase Order | 1     |
| Financial Reporting Offic       | ME21N - Create Purchase Order | 1     |
| Financial Reporting Senio       | ME21N - Create Purchase Order | 1     |
| GA Officer                      | ME21N - Create Purchase Order | 1     |
| GA Supervisor                   | ME21N - Create Purchase Order | 1     |
| Geology & Exploration Sup       | ME21N - Create Purchase Order | 1     |
| HO Support Superintendent       | ME21N - Create Purchase Order | 1     |
| HSE General Admin               | ME21N - Create Purchase Order | 1     |
| Infrastructure Dev. Plan        | ME21N - Create Purchase Order | 1     |
| Internal Audit                  | ME21N - Create Purchase Order | 1     |
| Lati Port Supervisor            | ME21N - Create Purchase Order | 1     |

| HR Position                   | Code Matrix                   | Count |
|-------------------------------|-------------------------------|-------|
| Legal & Compliance Admin      | ME21N - Create Purchase Order | 1     |
| Legal Officer                 | ME21N - Create Purchase Order | 1     |
| Marine Support Officer        | ME21N - Create Purchase Order | 1     |
| Marketing & Transp. Admin     | ME21N - Create Purchase Order | 1     |
| Payment & Bank Reconsile      | ME21N - Create Purchase Order | 1     |
| Payroll Admin                 | ME21N - Create Purchase Order | 1     |
| Planning & Design Eng.        | ME21N - Create Purchase Order | 1     |
| Port Engineer                 | ME21N - Create Purchase Order | 1     |
| PQDC Officer                  | ME21N - Create Purchase Order | 1     |
| Procurement Officer           | ME21N - Create Purchase Order | 1     |
| Procurement Staff             | ME21N - Create Purchase Order | 1     |
| Project Administration        | ME21N - Create Purchase Order | 1     |
| Project Officer               | ME21N - Create Purchase Order | 1     |
| Purchasing Adm. Officer       | ME21N - Create Purchase Order | 1     |
| Purchasing Officer            | ME21N - Create Purchase Order | 1     |
| Sambarata Port Supervisor     | ME21N - Create Purchase Order | 1     |
| Secretary Officer             | ME21N - Create Purchase Order | 1     |
| Shipment Admin Officer        | ME21N - Create Purchase Order | 1     |
| Shipping Admin                | ME21N - Create Purchase Order | 1     |
| Shipping Admin Officer        | ME21N - Create Purchase Order | 1     |
| Shipping Administration Staff | ME21N - Create Purchase Order | 1     |
| Shipping Legal                | ME21N - Create Purchase Order | 1     |
| Suaran Port Supervisor        | ME21N - Create Purchase Order | 1     |
| Supporting Infr. Dev. Sup     | ME21N - Create Purchase Order | 1     |

| HR Position                     | Code Matrix                   | Count |
|---------------------------------|-------------------------------|-------|
| Tender Officer                  | ME21N - Create Purchase Order | 1     |
| Ticketing                       | ME21N - Create Purchase Order | 1     |
| Trade Finance Officer           | ME21N - Create Purchase Order | 1     |
| Transhipment Supervisor         | ME21N - Create Purchase Order | 1     |
| Transport Analyst               | ME21N - Create Purchase Order | 1     |
| Travelling & Claim Admin        | ME21N - Create Purchase Order | 1     |
| Treasury Administration         | ME21N - Create Purchase Order | 1     |
| Accounting Officer              | ME22N - Change Purchase Order | 1     |
| Administration Staff            | ME22N - Change Purchase Order | 1     |
| Bank Rels. Officer & Cash       | ME22N - Change Purchase Order | 1     |
| Cash Management Administration  | ME22N - Change Purchase Order | 1     |
| Claim & Compensation Admi       | ME22N - Change Purchase Order | 1     |
| ComDev Admin & Logistic         | ME22N - Change Purchase Order | 1     |
| Commuication & Relation Officer | ME22N - Change Purchase Order | 1     |
| Community Rel Admin Suppo       | ME22N - Change Purchase Order | 1     |
| Contract Management Engin       | ME22N - Change Purchase Order | 1     |
| Corporate Affairs Officer       | ME22N - Change Purchase Order | 1     |
| Corporate Secretary Manag       | ME22N - Change Purchase Order | 1     |
| Crewing Officer                 | ME22N - Change Purchase Order | 1     |
| Default position                | ME22N - Change Purchase Order | 1     |
| ER & LM Admin Officer           | ME22N - Change Purchase Order | 1     |
| Executive Secretary             | ME22N - Change Purchase Order | 1     |
| Finance Admin                   | ME22N - Change Purchase Order | 1     |
| Finance Analyst                 | ME22N - Change Purchase Order | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Finance Reporting Officer | ME22N - Change Purchase Order | 1     |
| Financial Reporting Offic | ME22N - Change Purchase Order | 1     |
| Financial Reporting Senio | ME22N - Change Purchase Order | 1     |
| GA Officer                | ME22N - Change Purchase Order | 1     |
| GA Supervisor             | ME22N - Change Purchase Order | 1     |
| Geology & Exploration Sup | ME22N - Change Purchase Order | 1     |
| HO Support Superintendent | ME22N - Change Purchase Order | 1     |
| HSE General Admin         | ME22N - Change Purchase Order | 1     |
| Infrastructure Dev. Plan  | ME22N - Change Purchase Order | 1     |
| Internal Audit            | ME22N - Change Purchase Order | 1     |
| Lati Port Supervisor      | ME22N - Change Purchase Order | 1     |
| Legal & Compliance Admin  | ME22N - Change Purchase Order | 1     |
| Legal Officer             | ME22N - Change Purchase Order | 1     |
| Marine Support Officer    | ME22N - Change Purchase Order | 1     |
| Marketing & Transp. Admin | ME22N - Change Purchase Order | 1     |
| Payment & Bank Reconsile  | ME22N - Change Purchase Order | 1     |
| Payroll Admin             | ME22N - Change Purchase Order | 1     |
| Planning & Design Eng.    | ME22N - Change Purchase Order | 1     |
| Port Engineer             | ME22N - Change Purchase Order | 1     |
| PQDC Officer              | ME22N - Change Purchase Order | 1     |
| Procurement Officer       | ME22N - Change Purchase Order | 1     |
| Procurement Staff         | ME22N - Change Purchase Order | 1     |
| Project Administration    | ME22N - Change Purchase Order | 1     |
| Project Officer           | ME22N - Change Purchase Order | 1     |

| HR Position                   | Code Matrix                    | Count |
|-------------------------------|--------------------------------|-------|
| Purchasing Adm. Officer       | ME22N - Change Purchase Order  | 1     |
| Purchasing Officer            | ME22N - Change Purchase Order  | 1     |
| Sambarata Port Supervisor     | ME22N - Change Purchase Order  | 1     |
| Secretary Officer             | ME22N - Change Purchase Order  | 1     |
| Shipment Admin Officer        | ME22N - Change Purchase Order  | 1     |
| Shipping Admin                | ME22N - Change Purchase Order  | 1     |
| Shipping Admin Officer        | ME22N - Change Purchase Order  | 1     |
| Shipping Administration Staff | ME22N - Change Purchase Order  | 1     |
| Shipping Legal                | ME22N - Change Purchase Order  | 1     |
| Suaran Port Supervisor        | ME22N - Change Purchase Order  | 1     |
| Supporting Infr. Dev. Sup     | ME22N - Change Purchase Order  | 1     |
| Tender Officer                | ME22N - Change Purchase Order  | 1     |
| Ticketing                     | ME22N - Change Purchase Order  | 1     |
| Trade Finance Officer         | ME22N - Change Purchase Order  | 1     |
| Transhipment Supervisor       | ME22N - Change Purchase Order  | 1     |
| Transport Analyst             | ME22N - Change Purchase Order  | 1     |
| Travelling & Claim Admin      | ME22N - Change Purchase Order  | 1     |
| Treasury Administration       | ME22N - Change Purchase Order  | 1     |
| Accounting Administrator      | ME23N - Display Purchase Order | 1     |
| Accounting Manager            | ME23N - Display Purchase Order | 1     |
| Accounting Officer            | ME23N - Display Purchase Order | 1     |
| Admin & Data Processing S     | ME23N - Display Purchase Order | 1     |
| Admin Doc. Filling            | ME23N - Display Purchase Order | 1     |
| Administration Staff          | ME23N - Display Purchase Order | 1     |

| HR Position                     | Code Matrix                    | Count |
|---------------------------------|--------------------------------|-------|
| AP & AR Control Superviso       | ME23N - Display Purchase Order | 1     |
| AP Control Manager              | ME23N - Display Purchase Order | 1     |
| AP Control Superintendent       | ME23N - Display Purchase Order | 1     |
| AP Controller                   | ME23N - Display Purchase Order | 1     |
| AP Officer                      | ME23N - Display Purchase Order | 1     |
| AR Control Manager              | ME23N - Display Purchase Order | 1     |
| AR Control Superintendent       | ME23N - Display Purchase Order | 1     |
| Area 1 Marketing & S. man       | ME23N - Display Purchase Order | 1     |
| Area 2 Marketing & S. man       | ME23N - Display Purchase Order | 1     |
| Area 3 Marketing & S. man       | ME23N - Display Purchase Order | 1     |
| Asset Officer                   | ME23N - Display Purchase Order | 1     |
| Bank & Trade Finance Mana       | ME23N - Display Purchase Order | 1     |
| Bank Rels. Officer & Cash       | ME23N - Display Purchase Order | 1     |
| Binungan Mine Operation A       | ME23N - Display Purchase Order | 1     |
| Budget & Control Supervis       | ME23N - Display Purchase Order | 1     |
| Budget Officer                  | ME23N - Display Purchase Order | 1     |
| Building & General Asset        | ME23N - Display Purchase Order | 1     |
| Business Analyst Manager        | ME23N - Display Purchase Order | 1     |
| Cash Management Administration  | ME23N - Display Purchase Order | 1     |
| Claim & Compensation Admi       | ME23N - Display Purchase Order | 1     |
| Coal Handling Inf. Dev. &       | ME23N - Display Purchase Order | 1     |
| ComDev Admin & Logistic         | ME23N - Display Purchase Order | 1     |
| Commuication & Relation Officer | ME23N - Display Purchase Order | 1     |
| Community Rel Admin Suppo       | ME23N - Display Purchase Order | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Contract Management Engin | ME23N - Display Purchase Order | 1     |
| Corporate Affair Manager  | ME23N - Display Purchase Order | 1     |
| Corporate Affairs Officer | ME23N - Display Purchase Order | 1     |
| Corporate Communication G | ME23N - Display Purchase Order | 1     |
| Corporate Legal Manager   | ME23N - Display Purchase Order | 1     |
| Corporate Legal Senior Ma | ME23N - Display Purchase Order | 1     |
| Corporate Secretary Manag | ME23N - Display Purchase Order | 1     |
| Corporate Support Senior  | ME23N - Display Purchase Order | 1     |
| Cost Estimator & Control  | ME23N - Display Purchase Order | 1     |
| Crewing Officer           | ME23N - Display Purchase Order | 1     |
| Default position          | ME23N - Display Purchase Order | 1     |
| Elect. P & C Engineer     | ME23N - Display Purchase Order | 1     |
| Electrical Supervisor     | ME23N - Display Purchase Order | 1     |
| EMS Area 1 Manager        | ME23N - Display Purchase Order | 1     |
| Energy Management Serv. G | ME23N - Display Purchase Order | 1     |
| Engineering Manager       | ME23N - Display Purchase Order | 1     |
| Environment Manager       | ME23N - Display Purchase Order | 1     |
| ER & LM Admin Officer     | ME23N - Display Purchase Order | 1     |
| ER & OHSE Training Manage | ME23N - Display Purchase Order | 1     |
| Executive Secretary       | ME23N - Display Purchase Order | 1     |
| External Auditor          | ME23N - Display Purchase Order | 1     |
| External Relation & Land  | ME23N - Display Purchase Order | 1     |
| Finance & Adm General Man | ME23N - Display Purchase Order | 1     |
| Finance Admin             | ME23N - Display Purchase Order | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Finance Analyst           | ME23N - Display Purchase Order | 1     |
| Finance Deputy Director   | ME23N - Display Purchase Order | 1     |
| Finance Rep. & Analyst Ma | ME23N - Display Purchase Order | 1     |
| Finance Reporting Officer | ME23N - Display Purchase Order | 1     |
| Financial & Accounting Su | ME23N - Display Purchase Order | 1     |
| Financial Control Departm | ME23N - Display Purchase Order | 1     |
| Financial Reporting Manag | ME23N - Display Purchase Order | 1     |
| Financial Reporting Offic | ME23N - Display Purchase Order | 1     |
| Financial Reporting Senio | ME23N - Display Purchase Order | 1     |
| Financial Reporting Super | ME23N - Display Purchase Order | 1     |
| GA Officer                | ME23N - Display Purchase Order | 1     |
| GA Service Supervisor     | ME23N - Display Purchase Order | 1     |
| GA Supervisor             | ME23N - Display Purchase Order | 1     |
| Gen. Accounting Superviso | ME23N - Display Purchase Order | 1     |
| Gen. Service & Logistic G | ME23N - Display Purchase Order | 1     |
| General Affair Manager    | ME23N - Display Purchase Order | 1     |
| Geology & Exploration Man | ME23N - Display Purchase Order | 1     |
| Geology & Exploration Sup | ME23N - Display Purchase Order | 1     |
| Geotechnic & Hydrology Ma | ME23N - Display Purchase Order | 1     |
| H.S.E General Manager     | ME23N - Display Purchase Order | 1     |
| HO Support Service Superv | ME23N - Display Purchase Order | 1     |
| HO Support Superintendent | ME23N - Display Purchase Order | 1     |
| HR & GA Manager - JKT     | ME23N - Display Purchase Order | 1     |
| HR Development Manager    | ME23N - Display Purchase Order | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| HRGA General Manager      | ME23N - Display Purchase Order | 1     |
| HSE General Admin         | ME23N - Display Purchase Order | 1     |
| Infrastructure Dev. Plan  | ME23N - Display Purchase Order | 1     |
| Internal Audit            | ME23N - Display Purchase Order | 1     |
| Internal Audit Manager    | ME23N - Display Purchase Order | 1     |
| Internal Auditor          | ME23N - Display Purchase Order | 1     |
| IR & Welfare Superintende | ME23N - Display Purchase Order | 1     |
| IT & MIS General Manager  | ME23N - Display Purchase Order | 1     |
| IT Manager                | ME23N - Display Purchase Order | 1     |
| Land Acquisition & Manage | ME23N - Display Purchase Order | 1     |
| Lati Mine Opertaion Manag | ME23N - Display Purchase Order | 1     |
| Lati Port Supervisor      | ME23N - Display Purchase Order | 1     |
| Legal & Compliance Admin  | ME23N - Display Purchase Order | 1     |
| Legal Officer             | ME23N - Display Purchase Order | 1     |
| Logistic GL               | ME23N - Display Purchase Order | 1     |
| Logistic GL Parts         | ME23N - Display Purchase Order | 1     |
| Logistic Manager          | ME23N - Display Purchase Order | 1     |
| Logistic Officer          | ME23N - Display Purchase Order | 1     |
| Logistic Section Head     | ME23N - Display Purchase Order | 1     |
| Logistic Supervisor       | ME23N - Display Purchase Order | 1     |
| Managerial Reporting Supe | ME23N - Display Purchase Order | 1     |
| Marine Support Officer    | ME23N - Display Purchase Order | 1     |
| Marketing & Transp. Admin | ME23N - Display Purchase Order | 1     |
| Marketing & transp. Direc | ME23N - Display Purchase Order | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Marketing & transp.Deputy | ME23N - Display Purchase Order | 1     |
| Marketing Support Officer | ME23N - Display Purchase Order | 1     |
| Mech & Elect Superintende | ME23N - Display Purchase Order | 1     |
| Mech. P & C Engineer      | ME23N - Display Purchase Order | 1     |
| Mechanical Supervisor     | ME23N - Display Purchase Order | 1     |
| MGM_REP                   | ME23N - Display Purchase Order | 1     |
| Mgt Reporting & Budget Se | ME23N - Display Purchase Order | 1     |
| Mine Closure Manager      | ME23N - Display Purchase Order | 1     |
| Mine Contract Management  | ME23N - Display Purchase Order | 1     |
| Mine Dev & Geology Genera | ME23N - Display Purchase Order | 1     |
| Mine Plan & Control Manag | ME23N - Display Purchase Order | 1     |
| Mining General Manager    | ME23N - Display Purchase Order | 1     |
| MIS Manager               | ME23N - Display Purchase Order | 1     |
| O.H.S. Manager            | ME23N - Display Purchase Order | 1     |
| Operation Deputy Director | ME23N - Display Purchase Order | 1     |
| Operation Director        | ME23N - Display Purchase Order | 1     |
| Operation Support Service | ME23N - Display Purchase Order | 1     |
| P&C Superintendent        | ME23N - Display Purchase Order | 1     |
| P. Quality & D. Control M | ME23N - Display Purchase Order | 1     |
| Payment & Bank Reconsile  | ME23N - Display Purchase Order | 1     |
| Payroll Admin             | ME23N - Display Purchase Order | 1     |
| Planning & Design Eng.    | ME23N - Display Purchase Order | 1     |
| Plant Maintenance Officer | ME23N - Display Purchase Order | 1     |
| Port & Barging Opt. Manag | ME23N - Display Purchase Order | 1     |

| HR Position                   | Code Matrix                    | Count |
|-------------------------------|--------------------------------|-------|
| Port Engineer                 | ME23N - Display Purchase Order | 1     |
| PQDC Officer                  | ME23N - Display Purchase Order | 1     |
| President Director            | ME23N - Display Purchase Order | 1     |
| Procurement Officer           | ME23N - Display Purchase Order | 1     |
| Procurement Staff             | ME23N - Display Purchase Order | 1     |
| Production Administration     | ME23N - Display Purchase Order | 1     |
| Project Administration        | ME23N - Display Purchase Order | 1     |
| Project Officer               | ME23N - Display Purchase Order | 1     |
| Purchasing Adm. Officer       | ME23N - Display Purchase Order | 1     |
| Purchasing Manager            | ME23N - Display Purchase Order | 1     |
| Purchasing Officer            | ME23N - Display Purchase Order | 1     |
| QHSE System Compliance Ma     | ME23N - Display Purchase Order | 1     |
| Risk Mgt. Compl. & Policy     | ME23N - Display Purchase Order | 1     |
| Sambarata Mine Operation      | ME23N - Display Purchase Order | 1     |
| Sambarata Port Supervisor     | ME23N - Display Purchase Order | 1     |
| SAP Support                   | ME23N - Display Purchase Order | 1     |
| Secretary Officer             | ME23N - Display Purchase Order | 1     |
| Security Manager              | ME23N - Display Purchase Order | 1     |
| Shared Service Unit Gener     | ME23N - Display Purchase Order | 1     |
| Shipment Admin Officer        | ME23N - Display Purchase Order | 1     |
| Shipping Admin                | ME23N - Display Purchase Order | 1     |
| Shipping Admin Officer        | ME23N - Display Purchase Order | 1     |
| Shipping Administration Staff | ME23N - Display Purchase Order | 1     |
| Shipping Legal                | ME23N - Display Purchase Order | 1     |

| HR Position                    | Code Matrix                               | Count |
|--------------------------------|---|-------|
| Shipping Manager               | ME23N - Display Purchase Order            | 1     |
| Suaran Port Supervisor         | ME23N - Display Purchase Order            | 1     |
| Supporting Infr. Dev. Sup      | ME23N - Display Purchase Order            | 1     |
| Tax Manager                    | ME23N - Display Purchase Order            | 1     |
| Technical Service Manager      | ME23N - Display Purchase Order            | 1     |
| Tender Officer                 | ME23N - Display Purchase Order            | 1     |
| Ticketing                      | ME23N - Display Purchase Order            | 1     |
| Trade Finance Officer          | ME23N - Display Purchase Order            | 1     |
| Traffic & Admin Superinte      | ME23N - Display Purchase Order            | 1     |
| Transhipment Supervisor        | ME23N - Display Purchase Order            | 1     |
| Transp. & Sales Adm. Gene      | ME23N - Display Purchase Order            | 1     |
| Transport & Shipment Mana      | ME23N - Display Purchase Order            | 1     |
| Transport Analyst              | ME23N - Display Purchase Order            | 1     |
| Travelling & Claim Admin       | ME23N - Display Purchase Order            | 1     |
| Treasury & Bangking Manag      | ME23N - Display Purchase Order            | 1     |
| Treasury Administration        | ME23N - Display Purchase Order            | 1     |
| Treasury General Manager       | ME23N - Display Purchase Order            | 1     |
| Warehouse Crew                 | ME23N - Display Purchase Order            | 1     |
| Accounting Officer             | ME24 - Maintain Purchase Order Supplement | 1     |
| Cash Management Administration | ME24 - Maintain Purchase Order Supplement | 1     |
| Finance Admin                  | ME24 - Maintain Purchase Order Supplement | 1     |
| Procurement Officer            | ME24 - Maintain Purchase Order Supplement | 1     |
| Purchasing Adm. Officer        | ME24 - Maintain Purchase Order Supplement | 1     |
| Purchasing Officer             | ME24 - Maintain Purchase Order Supplement | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Tender Officer            | ME24 - Maintain Purchase Order<br>Supplement  | 1     |
| Treasury Administration   | ME24 - Maintain Purchase Order<br>Supplement  | 1     |
| Procurement Officer       | ME25 - Create PO with Source<br>Determination | 1     |
| Purchasing Adm. Officer   | ME25 - Create PO with Source<br>Determination | 1     |
| Purchasing Officer        | ME25 - Create PO with Source<br>Determination | 1     |
| Tender Officer            | ME25 - Create PO with Source<br>Determination | 1     |
| Corporate Legal Manager   | ME28 - Release Purchase Order                 | 1     |
| Corporate Legal Senior Ma | ME28 - Release Purchase Order                 | 1     |
| Cost Estimator & Control  | ME28 - Release Purchase Order                 | 1     |
| General Affair Manager    | ME28 - Release Purchase Order                 | 1     |
| HR & GA Manager - JKT     | ME28 - Release Purchase Order                 | 1     |
| IR & Welfare Superintende | ME28 - Release Purchase Order                 | 1     |
| Purchasing Manager        | ME28 - Release Purchase Order                 | 1     |
| SAP Support               | ME28 - Release Purchase Order                 | 1     |
| Corporate Legal Manager   | ME29N - Release purchase order                | 1     |
| Corporate Legal Senior Ma | ME29N - Release purchase order                | 1     |
| Cost Estimator & Control  | ME29N - Release purchase order                | 1     |
| General Affair Manager    | ME29N - Release purchase order                | 1     |
| HR & GA Manager - JKT     | ME29N - Release purchase order                | 1     |
| IR & Welfare Superintende | ME29N - Release purchase order                | 1     |
| Purchasing Manager        | ME29N - Release purchase order                | 1     |
| SAP Support               | ME29N - Release purchase order                | 1     |
| Accounting Officer        | ME2A - Monitor Confirmations                  | 1     |
| Budget & Control Supervis | ME2A - Monitor Confirmations                  | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Budget Officer            | ME2A - Monitor Confirmations              | 1     |
| Finance & Adm General Man | ME2A - Monitor Confirmations              | 1     |
| Finance Admin             | ME2A - Monitor Confirmations              | 1     |
| Finance Reporting Officer | ME2A - Monitor Confirmations              | 1     |
| Financial & Accounting Su | ME2A - Monitor Confirmations              | 1     |
| Financial Control Departm | ME2A - Monitor Confirmations              | 1     |
| Financial Reporting Manag | ME2A - Monitor Confirmations              | 1     |
| Financial Reporting Offic | ME2A - Monitor Confirmations              | 1     |
| Financial Reporting Super | ME2A - Monitor Confirmations              | 1     |
| Managerial Reporting Supe | ME2A - Monitor Confirmations              | 1     |
| MGM_REP                   | ME2A - Monitor Confirmations              | 1     |
| Mgt Reporting & Budget Se | ME2A - Monitor Confirmations              | 1     |
| Accounting Manager        | ME2B - POs by Requirement Tracking Number | 1     |
| Accounting Officer        | ME2B - POs by Requirement Tracking Number | 1     |
| Administration Staff      | ME2B - POs by Requirement Tracking Number | 1     |
| Area 1 Marketing & S. man | ME2B - POs by Requirement Tracking Number | 1     |
| Area 2 Marketing & S. man | ME2B - POs by Requirement Tracking Number | 1     |
| Area 3 Marketing & S. man | ME2B - POs by Requirement Tracking Number | 1     |
| Asset Officer             | ME2B - POs by Requirement Tracking Number | 1     |
| Bank & Trade Finance Mana | ME2B - POs by Requirement Tracking Number | 1     |
| Bank Rels. Officer & Cash | ME2B - POs by Requirement Tracking Number | 1     |
| Budget & Control Supervis | ME2B - POs by Requirement Tracking Number | 1     |
| Budget Officer            | ME2B - POs by Requirement Tracking Number | 1     |
| Building & General Asset  | ME2B - POs by Requirement Tracking Number | 1     |

| HR Position                     | Code Matrix                               | Count |
|---------------------------------|---|-------|
| Cash Management Administration  | ME2B - POs by Requirement Tracking Number | 1     |
| Claim & Compensation Admi       | ME2B - POs by Requirement Tracking Number | 1     |
| ComDev Admin & Logistic         | ME2B - POs by Requirement Tracking Number | 1     |
| Commuication & Relation Officer | ME2B - POs by Requirement Tracking Number | 1     |
| Community Rel Admin Suppo       | ME2B - POs by Requirement Tracking Number | 1     |
| Contract Management Engin       | ME2B - POs by Requirement Tracking Number | 1     |
| Corporate Affairs Officer       | ME2B - POs by Requirement Tracking Number | 1     |
| Cost Estimator & Control        | ME2B - POs by Requirement Tracking Number | 1     |
| Crewing Officer                 | ME2B - POs by Requirement Tracking Number | 1     |
| Default position                | ME2B - POs by Requirement Tracking Number | 1     |
| Elect. P & C Engineer           | ME2B - POs by Requirement Tracking Number | 1     |
| Electrical Supervisor           | ME2B - POs by Requirement Tracking Number | 1     |
| Engineering Manager             | ME2B - POs by Requirement Tracking Number | 1     |
| ER & LM Admin Officer           | ME2B - POs by Requirement Tracking Number | 1     |
| Executive Secretary             | ME2B - POs by Requirement Tracking Number | 1     |
| Finance & Adm General Man       | ME2B - POs by Requirement Tracking Number | 1     |
| Finance Admin                   | ME2B - POs by Requirement Tracking Number | 1     |
| Finance Analyst                 | ME2B - POs by Requirement Tracking Number | 1     |
| Finance Rep. & Analyst Ma       | ME2B - POs by Requirement Tracking Number | 1     |
| Finance Reporting Officer       | ME2B - POs by Requirement Tracking Number | 1     |
| Financial & Accounting Su       | ME2B - POs by Requirement Tracking Number | 1     |
| Financial Control Departm       | ME2B - POs by Requirement Tracking Number | 1     |
| Financial Reporting Manag       | ME2B - POs by Requirement Tracking Number | 1     |
| Financial Reporting Offic       | ME2B - POs by Requirement Tracking Number | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | ME2B - POs by Requirement Tracking Number | 1     |
| Financial Reporting Super | ME2B - POs by Requirement Tracking Number | 1     |
| GA Officer                | ME2B - POs by Requirement Tracking Number | 1     |
| GA Supervisor             | ME2B - POs by Requirement Tracking Number | 1     |
| Geology & Exploration Sup | ME2B - POs by Requirement Tracking Number | 1     |
| HSE General Admin         | ME2B - POs by Requirement Tracking Number | 1     |
| Infrastructure Dev. Plan  | ME2B - POs by Requirement Tracking Number | 1     |
| Internal Audit            | ME2B - POs by Requirement Tracking Number | 1     |
| Lati Port Supervisor      | ME2B - POs by Requirement Tracking Number | 1     |
| Legal & Compliance Admin  | ME2B - POs by Requirement Tracking Number | 1     |
| Legal Officer             | ME2B - POs by Requirement Tracking Number | 1     |
| Managerial Reporting Supe | ME2B - POs by Requirement Tracking Number | 1     |
| Marine Support Officer    | ME2B - POs by Requirement Tracking Number | 1     |
| Marketing & Transp. Admin | ME2B - POs by Requirement Tracking Number | 1     |
| Marketing Support Officer | ME2B - POs by Requirement Tracking Number | 1     |
| Mech & Elect Superintende | ME2B - POs by Requirement Tracking Number | 1     |
| Mech. P & C Engineer      | ME2B - POs by Requirement Tracking Number | 1     |
| Mechanical Supervisor     | ME2B - POs by Requirement Tracking Number | 1     |
| MGM_REP                   | ME2B - POs by Requirement Tracking Number | 1     |
| Mgt Reporting & Budget Se | ME2B - POs by Requirement Tracking Number | 1     |
| P&C Superintendent        | ME2B - POs by Requirement Tracking Number | 1     |
| Payment & Bank Reconsile  | ME2B - POs by Requirement Tracking Number | 1     |
| Payroll Admin             | ME2B - POs by Requirement Tracking Number | 1     |
| Planning & Design Eng.    | ME2B - POs by Requirement Tracking Number | 1     |

| HR Position                   | Code Matrix                               | Count |
|-------------------------------|---|-------|
| Plant Maintenance Officer     | ME2B - POs by Requirement Tracking Number | 1     |
| Port Engineer                 | ME2B - POs by Requirement Tracking Number | 1     |
| PQDC Officer                  | ME2B - POs by Requirement Tracking Number | 1     |
| Procurement Officer           | ME2B - POs by Requirement Tracking Number | 1     |
| Procurement Staff             | ME2B - POs by Requirement Tracking Number | 1     |
| Production Administration     | ME2B - POs by Requirement Tracking Number | 1     |
| Project Administration        | ME2B - POs by Requirement Tracking Number | 1     |
| Project Officer               | ME2B - POs by Requirement Tracking Number | 1     |
| Purchasing Adm. Officer       | ME2B - POs by Requirement Tracking Number | 1     |
| Purchasing Manager            | ME2B - POs by Requirement Tracking Number | 1     |
| Purchasing Officer            | ME2B - POs by Requirement Tracking Number | 1     |
| Sambarata Port Supervisor     | ME2B - POs by Requirement Tracking Number | 1     |
| Secretary Officer             | ME2B - POs by Requirement Tracking Number | 1     |
| Shipment Admin Officer        | ME2B - POs by Requirement Tracking Number | 1     |
| Shipping Admin                | ME2B - POs by Requirement Tracking Number | 1     |
| Shipping Admin Officer        | ME2B - POs by Requirement Tracking Number | 1     |
| Shipping Administration Staff | ME2B - POs by Requirement Tracking Number | 1     |
| Shipping Legal                | ME2B - POs by Requirement Tracking Number | 1     |
| Suaran Port Supervisor        | ME2B - POs by Requirement Tracking Number | 1     |
| Supporting Infr. Dev. Sup     | ME2B - POs by Requirement Tracking Number | 1     |
| Tender Officer                | ME2B - POs by Requirement Tracking Number | 1     |
| Trade Finance Officer         | ME2B - POs by Requirement Tracking Number | 1     |
| Transhipment Supervisor       | ME2B - POs by Requirement Tracking Number | 1     |
| Transport Analyst             | ME2B - POs by Requirement Tracking Number | 1     |

| HR Position                     | Code Matrix                               | Count |
|---------------------------------|---|-------|
| Travelling & Claim Admin        | ME2B - POs by Requirement Tracking Number | 1     |
| Treasury & Bangking Manag       | ME2B - POs by Requirement Tracking Number | 1     |
| Treasury Administration         | ME2B - POs by Requirement Tracking Number | 1     |
| Accounting Manager              | ME2C - Purchase Orders by Material Group  | 1     |
| Accounting Officer              | ME2C - Purchase Orders by Material Group  | 1     |
| Administration Staff            | ME2C - Purchase Orders by Material Group  | 1     |
| Area 1 Marketing & S. man       | ME2C - Purchase Orders by Material Group  | 1     |
| Area 2 Marketing & S. man       | ME2C - Purchase Orders by Material Group  | 1     |
| Area 3 Marketing & S. man       | ME2C - Purchase Orders by Material Group  | 1     |
| Asset Officer                   | ME2C - Purchase Orders by Material Group  | 1     |
| Bank & Trade Finance Mana       | ME2C - Purchase Orders by Material Group  | 1     |
| Bank Rels. Officer & Cash       | ME2C - Purchase Orders by Material Group  | 1     |
| Budget & Control Supervis       | ME2C - Purchase Orders by Material Group  | 1     |
| Budget Officer                  | ME2C - Purchase Orders by Material Group  | 1     |
| Building & General Asset        | ME2C - Purchase Orders by Material Group  | 1     |
| Cash Management Administration  | ME2C - Purchase Orders by Material Group  | 1     |
| Claim & Compensation Admi       | ME2C - Purchase Orders by Material Group  | 1     |
| ComDev Admin & Logistic         | ME2C - Purchase Orders by Material Group  | 1     |
| Commuication & Relation Officer | ME2C - Purchase Orders by Material Group  | 1     |
| Community Rel Admin Suppo       | ME2C - Purchase Orders by Material Group  | 1     |
| Contract Management Engin       | ME2C - Purchase Orders by Material Group  | 1     |
| Corporate Affairs Officer       | ME2C - Purchase Orders by Material Group  | 1     |
| Cost Estimator & Control        | ME2C - Purchase Orders by Material Group  | 1     |
| Crewing Officer                 | ME2C - Purchase Orders by Material Group  | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Default position          | ME2C - Purchase Orders by Material Group | 1     |
| ER & LM Admin Officer     | ME2C - Purchase Orders by Material Group | 1     |
| Executive Secretary       | ME2C - Purchase Orders by Material Group | 1     |
| External Auditor          | ME2C - Purchase Orders by Material Group | 1     |
| Finance & Adm General Man | ME2C - Purchase Orders by Material Group | 1     |
| Finance Admin             | ME2C - Purchase Orders by Material Group | 1     |
| Finance Analyst           | ME2C - Purchase Orders by Material Group | 1     |
| Finance Rep. & Analyst Ma | ME2C - Purchase Orders by Material Group | 1     |
| Finance Reporting Officer | ME2C - Purchase Orders by Material Group | 1     |
| Financial & Accounting Su | ME2C - Purchase Orders by Material Group | 1     |
| Financial Control Departm | ME2C - Purchase Orders by Material Group | 1     |
| Financial Reporting Manag | ME2C - Purchase Orders by Material Group | 1     |
| Financial Reporting Offic | ME2C - Purchase Orders by Material Group | 1     |
| Financial Reporting Senio | ME2C - Purchase Orders by Material Group | 1     |
| Financial Reporting Super | ME2C - Purchase Orders by Material Group | 1     |
| GA Officer                | ME2C - Purchase Orders by Material Group | 1     |
| GA Supervisor             | ME2C - Purchase Orders by Material Group | 1     |
| Geology & Exploration Sup | ME2C - Purchase Orders by Material Group | 1     |
| HR & GA Manager - JKT     | ME2C - Purchase Orders by Material Group | 1     |
| HSE General Admin         | ME2C - Purchase Orders by Material Group | 1     |
| Infrastructure Dev. Plan  | ME2C - Purchase Orders by Material Group | 1     |
| Internal Audit            | ME2C - Purchase Orders by Material Group | 1     |
| Internal Auditor          | ME2C - Purchase Orders by Material Group | 1     |
| IR & Welfare Superintende | ME2C - Purchase Orders by Material Group | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Lati Port Supervisor      | ME2C - Purchase Orders by Material Group | 1     |
| Legal & Compliance Admin  | ME2C - Purchase Orders by Material Group | 1     |
| Legal Officer             | ME2C - Purchase Orders by Material Group | 1     |
| Logistic GL               | ME2C - Purchase Orders by Material Group | 1     |
| Logistic GL Parts         | ME2C - Purchase Orders by Material Group | 1     |
| Logistic Officer          | ME2C - Purchase Orders by Material Group | 1     |
| Logistic Section Head     | ME2C - Purchase Orders by Material Group | 1     |
| Logistic Supervisor       | ME2C - Purchase Orders by Material Group | 1     |
| Managerial Reporting Supe | ME2C - Purchase Orders by Material Group | 1     |
| Marine Support Officer    | ME2C - Purchase Orders by Material Group | 1     |
| Marketing & Transp. Admin | ME2C - Purchase Orders by Material Group | 1     |
| Marketing Support Officer | ME2C - Purchase Orders by Material Group | 1     |
| Mech & Elect Superintende | ME2C - Purchase Orders by Material Group | 1     |
| MGM_REP                   | ME2C - Purchase Orders by Material Group | 1     |
| Mgt Reporting & Budget Se | ME2C - Purchase Orders by Material Group | 1     |
| P&C Superintendent        | ME2C - Purchase Orders by Material Group | 1     |
| Payment & Bank Reconsile  | ME2C - Purchase Orders by Material Group | 1     |
| Payroll Admin             | ME2C - Purchase Orders by Material Group | 1     |
| Planning & Design Eng.    | ME2C - Purchase Orders by Material Group | 1     |
| Port Engineer             | ME2C - Purchase Orders by Material Group | 1     |
| PQDC Officer              | ME2C - Purchase Orders by Material Group | 1     |
| Procurement Officer       | ME2C - Purchase Orders by Material Group | 1     |
| Procurement Staff         | ME2C - Purchase Orders by Material Group | 1     |
| Production Administration | ME2C - Purchase Orders by Material Group | 1     |

| HR Position                   | Code Matrix                              | Count |
|-------------------------------|--|-------|
| Project Administration        | ME2C - Purchase Orders by Material Group | 1     |
| Project Officer               | ME2C - Purchase Orders by Material Group | 1     |
| Purchasing Adm. Officer       | ME2C - Purchase Orders by Material Group | 1     |
| Purchasing Manager            | ME2C - Purchase Orders by Material Group | 1     |
| Purchasing Officer            | ME2C - Purchase Orders by Material Group | 1     |
| Sambarata Port Supervisor     | ME2C - Purchase Orders by Material Group | 1     |
| SAP Support                   | ME2C - Purchase Orders by Material Group | 1     |
| Secretary Officer             | ME2C - Purchase Orders by Material Group | 1     |
| Shipment Admin Officer        | ME2C - Purchase Orders by Material Group | 1     |
| Shipping Admin                | ME2C - Purchase Orders by Material Group | 1     |
| Shipping Admin Officer        | ME2C - Purchase Orders by Material Group | 1     |
| Shipping Administration Staff | ME2C - Purchase Orders by Material Group | 1     |
| Shipping Legal                | ME2C - Purchase Orders by Material Group | 1     |
| Suaran Port Supervisor        | ME2C - Purchase Orders by Material Group | 1     |
| Supporting Infr. Dev. Sup     | ME2C - Purchase Orders by Material Group | 1     |
| Tender Officer                | ME2C - Purchase Orders by Material Group | 1     |
| Trade Finance Officer         | ME2C - Purchase Orders by Material Group | 1     |
| Transhipment Supervisor       | ME2C - Purchase Orders by Material Group | 1     |
| Transport Analyst             | ME2C - Purchase Orders by Material Group | 1     |
| Travelling & Claim Admin      | ME2C - Purchase Orders by Material Group | 1     |
| Treasury & Bangking Manag     | ME2C - Purchase Orders by Material Group | 1     |
| Treasury Administration       | ME2C - Purchase Orders by Material Group | 1     |
| Warehouse Crew                | ME2C - Purchase Orders by Material Group | 1     |
| Accounting Officer            | ME2DP - Down-Payment Monitoring for PO   | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Budget & Control Supervis | ME2DP - Down-Payment Monitoring for PO | 1     |
| Budget Officer            | ME2DP - Down-Payment Monitoring for PO | 1     |
| Finance & Adm General Man | ME2DP - Down-Payment Monitoring for PO | 1     |
| Finance Admin             | ME2DP - Down-Payment Monitoring for PO | 1     |
| Finance Reporting Officer | ME2DP - Down-Payment Monitoring for PO | 1     |
| Financial & Accounting Su | ME2DP - Down-Payment Monitoring for PO | 1     |
| Financial Control Departm | ME2DP - Down-Payment Monitoring for PO | 1     |
| Financial Reporting Manag | ME2DP - Down-Payment Monitoring for PO | 1     |
| Financial Reporting Offic | ME2DP - Down-Payment Monitoring for PO | 1     |
| Financial Reporting Super | ME2DP - Down-Payment Monitoring for PO | 1     |
| Managerial Reporting Supe | ME2DP - Down-Payment Monitoring for PO | 1     |
| MGM_REP                   | ME2DP - Down-Payment Monitoring for PO | 1     |
| Mgt Reporting & Budget Se | ME2DP - Down-Payment Monitoring for PO | 1     |
| Accounting Administrator  | ME2J - Purchase Orders for Project     | 1     |
| Accounting Manager        | ME2J - Purchase Orders for Project     | 1     |
| Accounting Officer        | ME2J - Purchase Orders for Project     | 1     |
| Administration Staff      | ME2J - Purchase Orders for Project     | 1     |
| Area 1 Marketing & S. man | ME2J - Purchase Orders for Project     | 1     |
| Area 2 Marketing & S. man | ME2J - Purchase Orders for Project     | 1     |
| Area 3 Marketing & S. man | ME2J - Purchase Orders for Project     | 1     |
| Asset Officer             | ME2J - Purchase Orders for Project     | 1     |
| Bank & Trade Finance Mana | ME2J - Purchase Orders for Project     | 1     |
| Bank Rels. Officer & Cash | ME2J - Purchase Orders for Project     | 1     |
| Budget & Control Supervis | ME2J - Purchase Orders for Project     | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| Budget Officer                  | ME2J - Purchase Orders for Project | 1     |
| Building & General Asset        | ME2J - Purchase Orders for Project | 1     |
| Cash Management Administration  | ME2J - Purchase Orders for Project | 1     |
| Claim & Compensation Admi       | ME2J - Purchase Orders for Project | 1     |
| ComDev Admin & Logistic         | ME2J - Purchase Orders for Project | 1     |
| Commuication & Relation Officer | ME2J - Purchase Orders for Project | 1     |
| Community Rel Admin Suppo       | ME2J - Purchase Orders for Project | 1     |
| Corporate Affairs Officer       | ME2J - Purchase Orders for Project | 1     |
| Cost Estimator & Control        | ME2J - Purchase Orders for Project | 1     |
| Crewing Officer                 | ME2J - Purchase Orders for Project | 1     |
| Default position                | ME2J - Purchase Orders for Project | 1     |
| Elect. P & C Engineer           | ME2J - Purchase Orders for Project | 1     |
| Electrical Supervisor           | ME2J - Purchase Orders for Project | 1     |
| Engineering Manager             | ME2J - Purchase Orders for Project | 1     |
| ER & LM Admin Officer           | ME2J - Purchase Orders for Project | 1     |
| Executive Secretary             | ME2J - Purchase Orders for Project | 1     |
| Finance & Adm General Man       | ME2J - Purchase Orders for Project | 1     |
| Finance Admin                   | ME2J - Purchase Orders for Project | 1     |
| Finance Analyst                 | ME2J - Purchase Orders for Project | 1     |
| Finance Rep. & Analyst Ma       | ME2J - Purchase Orders for Project | 1     |
| Finance Reporting Officer       | ME2J - Purchase Orders for Project | 1     |
| Financial & Accounting Su       | ME2J - Purchase Orders for Project | 1     |
| Financial Control Departm       | ME2J - Purchase Orders for Project | 1     |
| Financial Reporting Manag       | ME2J - Purchase Orders for Project | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Offic | ME2J - Purchase Orders for Project | 1     |
| Financial Reporting Senio | ME2J - Purchase Orders for Project | 1     |
| Financial Reporting Super | ME2J - Purchase Orders for Project | 1     |
| GA Officer                | ME2J - Purchase Orders for Project | 1     |
| GA Supervisor             | ME2J - Purchase Orders for Project | 1     |
| Gen. Accounting Superviso | ME2J - Purchase Orders for Project | 1     |
| Geology & Exploration Sup | ME2J - Purchase Orders for Project | 1     |
| HR & GA Manager - JKT     | ME2J - Purchase Orders for Project | 1     |
| HSE General Admin         | ME2J - Purchase Orders for Project | 1     |
| Infrastructure Dev. Plan  | ME2J - Purchase Orders for Project | 1     |
| Internal Audit            | ME2J - Purchase Orders for Project | 1     |
| IR & Welfare Superintende | ME2J - Purchase Orders for Project | 1     |
| Lati Port Supervisor      | ME2J - Purchase Orders for Project | 1     |
| Legal & Compliance Admin  | ME2J - Purchase Orders for Project | 1     |
| Legal Officer             | ME2J - Purchase Orders for Project | 1     |
| Managerial Reporting Supe | ME2J - Purchase Orders for Project | 1     |
| Marine Support Officer    | ME2J - Purchase Orders for Project | 1     |
| Marketing & Transp. Admin | ME2J - Purchase Orders for Project | 1     |
| Marketing Support Officer | ME2J - Purchase Orders for Project | 1     |
| Mech & Elect Superintende | ME2J - Purchase Orders for Project | 1     |
| Mech. P & C Engineer      | ME2J - Purchase Orders for Project | 1     |
| Mechanical Supervisor     | ME2J - Purchase Orders for Project | 1     |
| MGM_REP                   | ME2J - Purchase Orders for Project | 1     |
| Mgt Reporting & Budget Se | ME2J - Purchase Orders for Project | 1     |

| HR Position                   | Code Matrix                        | Count |
|-------------------------------|------------------------------------|-------|
| P&C Superintendent            | ME2J - Purchase Orders for Project | 1     |
| Payment & Bank Reconsile      | ME2J - Purchase Orders for Project | 1     |
| Payroll Admin                 | ME2J - Purchase Orders for Project | 1     |
| Planning & Design Eng.        | ME2J - Purchase Orders for Project | 1     |
| Plant Maintenance Officer     | ME2J - Purchase Orders for Project | 1     |
| Port Engineer                 | ME2J - Purchase Orders for Project | 1     |
| PQDC Officer                  | ME2J - Purchase Orders for Project | 1     |
| Procurement Officer           | ME2J - Purchase Orders for Project | 1     |
| Procurement Staff             | ME2J - Purchase Orders for Project | 1     |
| Project Administration        | ME2J - Purchase Orders for Project | 1     |
| Project Officer               | ME2J - Purchase Orders for Project | 1     |
| Purchasing Adm. Officer       | ME2J - Purchase Orders for Project | 1     |
| Purchasing Manager            | ME2J - Purchase Orders for Project | 1     |
| Purchasing Officer            | ME2J - Purchase Orders for Project | 1     |
| Sambarata Port Supervisor     | ME2J - Purchase Orders for Project | 1     |
| SAP Support                   | ME2J - Purchase Orders for Project | 1     |
| Secretary Officer             | ME2J - Purchase Orders for Project | 1     |
| Shipment Admin Officer        | ME2J - Purchase Orders for Project | 1     |
| Shipping Admin                | ME2J - Purchase Orders for Project | 1     |
| Shipping Admin Officer        | ME2J - Purchase Orders for Project | 1     |
| Shipping Administration Staff | ME2J - Purchase Orders for Project | 1     |
| Shipping Legal                | ME2J - Purchase Orders for Project | 1     |
| Suaran Port Supervisor        | ME2J - Purchase Orders for Project | 1     |
| Supporting Infr. Dev. Sup     | ME2J - Purchase Orders for Project | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Tender Officer                  | ME2J - Purchase Orders for Project         | 1     |
| Trade Finance Officer           | ME2J - Purchase Orders for Project         | 1     |
| Transhipment Supervisor         | ME2J - Purchase Orders for Project         | 1     |
| Transport Analyst               | ME2J - Purchase Orders for Project         | 1     |
| Travelling & Claim Admin        | ME2J - Purchase Orders for Project         | 1     |
| Treasury & Bangking Manag       | ME2J - Purchase Orders for Project         | 1     |
| Treasury Administration         | ME2J - Purchase Orders for Project         | 1     |
| Accounting Manager              | ME2K - Purch. Orders by Account Assignment | 1     |
| Accounting Officer              | ME2K - Purch. Orders by Account Assignment | 1     |
| Administration Staff            | ME2K - Purch. Orders by Account Assignment | 1     |
| Area 1 Marketing & S. man       | ME2K - Purch. Orders by Account Assignment | 1     |
| Area 2 Marketing & S. man       | ME2K - Purch. Orders by Account Assignment | 1     |
| Area 3 Marketing & S. man       | ME2K - Purch. Orders by Account Assignment | 1     |
| Asset Officer                   | ME2K - Purch. Orders by Account Assignment | 1     |
| Bank & Trade Finance Mana       | ME2K - Purch. Orders by Account Assignment | 1     |
| Bank Rels. Officer & Cash       | ME2K - Purch. Orders by Account Assignment | 1     |
| Budget & Control Supervis       | ME2K - Purch. Orders by Account Assignment | 1     |
| Budget Officer                  | ME2K - Purch. Orders by Account Assignment | 1     |
| Building & General Asset        | ME2K - Purch. Orders by Account Assignment | 1     |
| Cash Management Administration  | ME2K - Purch. Orders by Account Assignment | 1     |
| Claim & Compensation Admi       | ME2K - Purch. Orders by Account Assignment | 1     |
| ComDev Admin & Logistic         | ME2K - Purch. Orders by Account Assignment | 1     |
| Commuication & Relation Officer | ME2K - Purch. Orders by Account Assignment | 1     |
| Community Rel Admin Suppo       | ME2K - Purch. Orders by Account Assignment | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Contract Management Engin | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Corporate Affairs Officer | ME2K - Purch. Orders by Account Assignment    | 1     |
| Corporate Legal Manager   | ME2K - Purch. Orders by Account Assignment    | 1     |
| Corporate Legal Senior Ma | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Corporate Secretary Manag | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Cost Estimator & Control  | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Crewing Officer           | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Default position          | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Elect. P & C Engineer     | ME2K - Purch. Orders by Account Assignment    | 1     |
| Electrical Supervisor     | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Engineering Manager       | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| ER & LM Admin Officer     | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Executive Secretary       | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| External Auditor          | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Finance & Adm General Man | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Finance Admin             | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Finance Analyst           | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Finance Rep. & Analyst Ma | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Finance Reporting Officer | ME2K - Purch. Orders by Account Assignment    | 1     |
| Financial & Accounting Su | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Financial Control Departm | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Financial Reporting Manag | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Financial Reporting Offic | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Financial Reporting Senio | ME2K - Purch. Orders by Account<br>Assignment | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Super | ME2K - Purch. Orders by Account Assignment    | 1     |
| GA Officer                | ME2K - Purch. Orders by Account Assignment    | 1     |
| GA Supervisor             | ME2K - Purch. Orders by Account Assignment    | 1     |
| Geology & Exploration Sup | ME2K - Purch. Orders by Account Assignment    | 1     |
| HR & GA Manager - JKT     | ME2K - Purch. Orders by Account Assignment    | 1     |
| HSE General Admin         | ME2K - Purch. Orders by Account Assignment    | 1     |
| Infrastructure Dev. Plan  | ME2K - Purch. Orders by Account Assignment    | 1     |
| Internal Audit            | ME2K - Purch. Orders by Account Assignment    | 1     |
| Internal Auditor          | ME2K - Purch. Orders by Account Assignment    | 1     |
| IR & Welfare Superintende | ME2K - Purch. Orders by Account Assignment    | 1     |
| Lati Port Supervisor      | ME2K - Purch. Orders by Account Assignment    | 1     |
| Legal & Compliance Admin  | ME2K - Purch. Orders by Account Assignment    | 1     |
| Legal Officer             | ME2K - Purch. Orders by Account Assignment    | 1     |
| Logistic GL               | ME2K - Purch. Orders by Account Assignment    | 1     |
| Logistic GL Parts         | ME2K - Purch. Orders by Account Assignment    | 1     |
| Logistic Officer          | ME2K - Purch. Orders by Account Assignment    | 1     |
| Logistic Section Head     | ME2K - Purch. Orders by Account Assignment    | 1     |
| Logistic Supervisor       | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Managerial Reporting Supe | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Marine Support Officer    | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Marketing & Transp. Admin | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Marketing Support Officer | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Mech & Elect Superintende | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Mech. P & C Engineer      | ME2K - Purch. Orders by Account<br>Assignment | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Mechanical Supervisor     | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| MGM_REP                   | ME2K - Purch. Orders by Account Assignment    | 1     |
| Mgt Reporting & Budget Se | ME2K - Purch. Orders by Account Assignment    | 1     |
| P&C Superintendent        | ME2K - Purch. Orders by Account Assignment    | 1     |
| Payment & Bank Reconsile  | ME2K - Purch. Orders by Account Assignment    | 1     |
| Payroll Admin             | ME2K - Purch. Orders by Account Assignment    | 1     |
| Planning & Design Eng.    | ME2K - Purch. Orders by Account Assignment    | 1     |
| Plant Maintenance Officer | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Port Engineer             | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| PQDC Officer              | ME2K - Purch. Orders by Account Assignment    | 1     |
| Procurement Officer       | ME2K - Purch. Orders by Account Assignment    | 1     |
| Procurement Staff         | ME2K - Purch. Orders by Account Assignment    | 1     |
| Production Administration | ME2K - Purch. Orders by Account Assignment    | 1     |
| Project Administration    | ME2K - Purch. Orders by Account Assignment    | 1     |
| Project Officer           | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Purchasing Adm. Officer   | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Purchasing Manager        | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Purchasing Officer        | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Sambarata Port Supervisor | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| SAP Support               | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Secretary Officer         | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Shipment Admin Officer    | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Shipping Admin            | ME2K - Purch. Orders by Account<br>Assignment | 1     |
| Shipping Admin Officer    | ME2K - Purch. Orders by Account<br>Assignment | 1     |

| HR Position                   | Code Matrix                                | Count |
|-------------------------------|--|-------|
| Shipping Administration Staff | ME2K - Purch. Orders by Account Assignment | 1     |
| Shipping Legal                | ME2K - Purch. Orders by Account Assignment | 1     |
| Suaran Port Supervisor        | ME2K - Purch. Orders by Account Assignment | 1     |
| Supporting Infr. Dev. Sup     | ME2K - Purch. Orders by Account Assignment | 1     |
| Tender Officer                | ME2K - Purch. Orders by Account Assignment | 1     |
| Trade Finance Officer         | ME2K - Purch. Orders by Account Assignment | 1     |
| Transhipment Supervisor       | ME2K - Purch. Orders by Account Assignment | 1     |
| Transport Analyst             | ME2K - Purch. Orders by Account Assignment | 1     |
| Travelling & Claim Admin      | ME2K - Purch. Orders by Account Assignment | 1     |
| Treasury & Bangking Manag     | ME2K - Purch. Orders by Account Assignment | 1     |
| Treasury Administration       | ME2K - Purch. Orders by Account Assignment | 1     |
| Warehouse Crew                | ME2K - Purch. Orders by Account Assignment | 1     |
| Accounting Manager            | ME2L - Purchase Orders by Vendor           | 1     |
| Accounting Officer            | ME2L - Purchase Orders by Vendor           | 1     |
| Administration Staff          | ME2L - Purchase Orders by Vendor           | 1     |
| AP Control Manager            | ME2L - Purchase Orders by Vendor           | 1     |
| Area 1 Marketing & S. man     | ME2L - Purchase Orders by Vendor           | 1     |
| Area 2 Marketing & S. man     | ME2L - Purchase Orders by Vendor           | 1     |
| Area 3 Marketing & S. man     | ME2L - Purchase Orders by Vendor           | 1     |
| Asset Officer                 | ME2L - Purchase Orders by Vendor           | 1     |
| Bank & Trade Finance Mana     | ME2L - Purchase Orders by Vendor           | 1     |
| Bank Rels. Officer & Cash     | ME2L - Purchase Orders by Vendor           | 1     |
| Budget & Control Supervis     | ME2L - Purchase Orders by Vendor           | 1     |
| Budget Officer                | ME2L - Purchase Orders by Vendor           | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| Building & General Asset        | ME2L - Purchase Orders by Vendor | 1     |
| Cash Management Administration  | ME2L - Purchase Orders by Vendor | 1     |
| Claim & Compensation Admi       | ME2L - Purchase Orders by Vendor | 1     |
| ComDev Admin & Logistic         | ME2L - Purchase Orders by Vendor | 1     |
| Commuication & Relation Officer | ME2L - Purchase Orders by Vendor | 1     |
| Community Rel Admin Suppo       | ME2L - Purchase Orders by Vendor | 1     |
| Contract Management Engin       | ME2L - Purchase Orders by Vendor | 1     |
| Corporate Affairs Officer       | ME2L - Purchase Orders by Vendor | 1     |
| Corporate Legal Manager         | ME2L - Purchase Orders by Vendor | 1     |
| Corporate Legal Senior Ma       | ME2L - Purchase Orders by Vendor | 1     |
| Corporate Secretary Manag       | ME2L - Purchase Orders by Vendor | 1     |
| Cost Estimator & Control        | ME2L - Purchase Orders by Vendor | 1     |
| Crewing Officer                 | ME2L - Purchase Orders by Vendor | 1     |
| Default position                | ME2L - Purchase Orders by Vendor | 1     |
| ER & LM Admin Officer           | ME2L - Purchase Orders by Vendor | 1     |
| Executive Secretary             | ME2L - Purchase Orders by Vendor | 1     |
| External Auditor                | ME2L - Purchase Orders by Vendor | 1     |
| Finance & Adm General Man       | ME2L - Purchase Orders by Vendor | 1     |
| Finance Admin                   | ME2L - Purchase Orders by Vendor | 1     |
| Finance Analyst                 | ME2L - Purchase Orders by Vendor | 1     |
| Finance Rep. & Analyst Ma       | ME2L - Purchase Orders by Vendor | 1     |
| Finance Reporting Officer       | ME2L - Purchase Orders by Vendor | 1     |
| Financial & Accounting Su       | ME2L - Purchase Orders by Vendor | 1     |
| Financial Control Departm       | ME2L - Purchase Orders by Vendor | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Financial Reporting Manag | ME2L - Purchase Orders by Vendor | 1     |
| Financial Reporting Offic | ME2L - Purchase Orders by Vendor | 1     |
| Financial Reporting Senio | ME2L - Purchase Orders by Vendor | 1     |
| Financial Reporting Super | ME2L - Purchase Orders by Vendor | 1     |
| GA Officer                | ME2L - Purchase Orders by Vendor | 1     |
| GA Supervisor             | ME2L - Purchase Orders by Vendor | 1     |
| Geology & Exploration Sup | ME2L - Purchase Orders by Vendor | 1     |
| HO Support Service Superv | ME2L - Purchase Orders by Vendor | 1     |
| HO Support Superintendent | ME2L - Purchase Orders by Vendor | 1     |
| HR & GA Manager - JKT     | ME2L - Purchase Orders by Vendor | 1     |
| HSE General Admin         | ME2L - Purchase Orders by Vendor | 1     |
| Infrastructure Dev. Plan  | ME2L - Purchase Orders by Vendor | 1     |
| Internal Audit            | ME2L - Purchase Orders by Vendor | 1     |
| Internal Auditor          | ME2L - Purchase Orders by Vendor | 1     |
| IR & Welfare Superintende | ME2L - Purchase Orders by Vendor | 1     |
| Lati Port Supervisor      | ME2L - Purchase Orders by Vendor | 1     |
| Legal & Compliance Admin  | ME2L - Purchase Orders by Vendor | 1     |
| Legal Officer             | ME2L - Purchase Orders by Vendor | 1     |
| Logistic GL               | ME2L - Purchase Orders by Vendor | 1     |
| Logistic GL Parts         | ME2L - Purchase Orders by Vendor | 1     |
| Logistic Officer          | ME2L - Purchase Orders by Vendor | 1     |
| Logistic Section Head     | ME2L - Purchase Orders by Vendor | 1     |
| Logistic Supervisor       | ME2L - Purchase Orders by Vendor | 1     |
| Managerial Reporting Supe | ME2L - Purchase Orders by Vendor | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Marine Support Officer    | ME2L - Purchase Orders by Vendor | 1     |
| Marketing & Transp. Admin | ME2L - Purchase Orders by Vendor | 1     |
| Marketing Support Officer | ME2L - Purchase Orders by Vendor | 1     |
| Mech & Elect Superintende | ME2L - Purchase Orders by Vendor | 1     |
| MGM_REP                   | ME2L - Purchase Orders by Vendor | 1     |
| Mgt Reporting & Budget Se | ME2L - Purchase Orders by Vendor | 1     |
| P&C Superintendent        | ME2L - Purchase Orders by Vendor | 1     |
| Payment & Bank Reconsile  | ME2L - Purchase Orders by Vendor | 1     |
| Payroll Admin             | ME2L - Purchase Orders by Vendor | 1     |
| Planning & Design Eng.    | ME2L - Purchase Orders by Vendor | 1     |
| Port Engineer             | ME2L - Purchase Orders by Vendor | 1     |
| PQDC Officer              | ME2L - Purchase Orders by Vendor | 1     |
| Procurement Officer       | ME2L - Purchase Orders by Vendor | 1     |
| Procurement Staff         | ME2L - Purchase Orders by Vendor | 1     |
| Production Administration | ME2L - Purchase Orders by Vendor | 1     |
| Project Administration    | ME2L - Purchase Orders by Vendor | 1     |
| Project Officer           | ME2L - Purchase Orders by Vendor | 1     |
| Purchasing Adm. Officer   | ME2L - Purchase Orders by Vendor | 1     |
| Purchasing Manager        | ME2L - Purchase Orders by Vendor | 1     |
| Purchasing Officer        | ME2L - Purchase Orders by Vendor | 1     |
| Sambarata Port Supervisor | ME2L - Purchase Orders by Vendor | 1     |
| SAP Support               | ME2L - Purchase Orders by Vendor | 1     |
| Secretary Officer         | ME2L - Purchase Orders by Vendor | 1     |
| Shipment Admin Officer    | ME2L - Purchase Orders by Vendor | 1     |

| HR Position                   | Code Matrix                        | Count |
|-------------------------------|------------------------------------|-------|
| Shipping Admin                | ME2L - Purchase Orders by Vendor   | 1     |
| Shipping Admin Officer        | ME2L - Purchase Orders by Vendor   | 1     |
| Shipping Administration Staff | ME2L - Purchase Orders by Vendor   | 1     |
| Shipping Legal                | ME2L - Purchase Orders by Vendor   | 1     |
| Suaran Port Supervisor        | ME2L - Purchase Orders by Vendor   | 1     |
| Supporting Infr. Dev. Sup     | ME2L - Purchase Orders by Vendor   | 1     |
| Tender Officer                | ME2L - Purchase Orders by Vendor   | 1     |
| Ticketing                     | ME2L - Purchase Orders by Vendor   | 1     |
| Trade Finance Officer         | ME2L - Purchase Orders by Vendor   | 1     |
| Transhipment Supervisor       | ME2L - Purchase Orders by Vendor   | 1     |
| Transport Analyst             | ME2L - Purchase Orders by Vendor   | 1     |
| Travelling & Claim Admin      | ME2L - Purchase Orders by Vendor   | 1     |
| Treasury & Bangking Manag     | ME2L - Purchase Orders by Vendor   | 1     |
| Treasury Administration       | ME2L - Purchase Orders by Vendor   | 1     |
| Warehouse Crew                | ME2L - Purchase Orders by Vendor   | 1     |
| Accounting Manager            | ME2M - Purchase Orders by Material | 1     |
| Accounting Officer            | ME2M - Purchase Orders by Material | 1     |
| Administration Staff          | ME2M - Purchase Orders by Material | 1     |
| AP Control Manager            | ME2M - Purchase Orders by Material | 1     |
| Area 1 Marketing & S. man     | ME2M - Purchase Orders by Material | 1     |
| Area 2 Marketing & S. man     | ME2M - Purchase Orders by Material | 1     |
| Area 3 Marketing & S. man     | ME2M - Purchase Orders by Material | 1     |
| Asset Officer                 | ME2M - Purchase Orders by Material | 1     |
| Bank & Trade Finance Mana     | ME2M - Purchase Orders by Material | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| Bank Rels. Officer & Cash       | ME2M - Purchase Orders by Material | 1     |
| Budget & Control Supervis       | ME2M - Purchase Orders by Material | 1     |
| Budget Officer                  | ME2M - Purchase Orders by Material | 1     |
| Building & General Asset        | ME2M - Purchase Orders by Material | 1     |
| Cash Management Administration  | ME2M - Purchase Orders by Material | 1     |
| Claim & Compensation Admi       | ME2M - Purchase Orders by Material | 1     |
| ComDev Admin & Logistic         | ME2M - Purchase Orders by Material | 1     |
| Commuication & Relation Officer | ME2M - Purchase Orders by Material | 1     |
| Community Rel Admin Suppo       | ME2M - Purchase Orders by Material | 1     |
| Contract Management Engin       | ME2M - Purchase Orders by Material | 1     |
| Corporate Affairs Officer       | ME2M - Purchase Orders by Material | 1     |
| Cost Estimator & Control        | ME2M - Purchase Orders by Material | 1     |
| Crewing Officer                 | ME2M - Purchase Orders by Material | 1     |
| Default position                | ME2M - Purchase Orders by Material | 1     |
| ER & LM Admin Officer           | ME2M - Purchase Orders by Material | 1     |
| Executive Secretary             | ME2M - Purchase Orders by Material | 1     |
| External Auditor                | ME2M - Purchase Orders by Material | 1     |
| Finance & Adm General Man       | ME2M - Purchase Orders by Material | 1     |
| Finance Admin                   | ME2M - Purchase Orders by Material | 1     |
| Finance Analyst                 | ME2M - Purchase Orders by Material | 1     |
| Finance Rep. & Analyst Ma       | ME2M - Purchase Orders by Material | 1     |
| Finance Reporting Officer       | ME2M - Purchase Orders by Material | 1     |
| Financial & Accounting Su       | ME2M - Purchase Orders by Material | 1     |
| Financial Control Departm       | ME2M - Purchase Orders by Material | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Reporting Manag | ME2M - Purchase Orders by Material | 1     |
| Financial Reporting Offic | ME2M - Purchase Orders by Material | 1     |
| Financial Reporting Senio | ME2M - Purchase Orders by Material | 1     |
| Financial Reporting Super | ME2M - Purchase Orders by Material | 1     |
| GA Officer                | ME2M - Purchase Orders by Material | 1     |
| GA Supervisor             | ME2M - Purchase Orders by Material | 1     |
| Geology & Exploration Sup | ME2M - Purchase Orders by Material | 1     |
| HR & GA Manager - JKT     | ME2M - Purchase Orders by Material | 1     |
| HSE General Admin         | ME2M - Purchase Orders by Material | 1     |
| Infrastructure Dev. Plan  | ME2M - Purchase Orders by Material | 1     |
| Internal Audit            | ME2M - Purchase Orders by Material | 1     |
| Internal Auditor          | ME2M - Purchase Orders by Material | 1     |
| IR & Welfare Superintende | ME2M - Purchase Orders by Material | 1     |
| Lati Port Supervisor      | ME2M - Purchase Orders by Material | 1     |
| Legal & Compliance Admin  | ME2M - Purchase Orders by Material | 1     |
| Legal Officer             | ME2M - Purchase Orders by Material | 1     |
| Logistic GL               | ME2M - Purchase Orders by Material | 1     |
| Logistic GL Parts         | ME2M - Purchase Orders by Material | 1     |
| Logistic Officer          | ME2M - Purchase Orders by Material | 1     |
| Logistic Section Head     | ME2M - Purchase Orders by Material | 1     |
| Logistic Supervisor       | ME2M - Purchase Orders by Material | 1     |
| Managerial Reporting Supe | ME2M - Purchase Orders by Material | 1     |
| Marine Support Officer    | ME2M - Purchase Orders by Material | 1     |
| Marketing & Transp. Admin | ME2M - Purchase Orders by Material | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Marketing Support Officer | ME2M - Purchase Orders by Material | 1     |
| Mech & Elect Superintende | ME2M - Purchase Orders by Material | 1     |
| MGM_REP                   | ME2M - Purchase Orders by Material | 1     |
| Mgt Reporting & Budget Se | ME2M - Purchase Orders by Material | 1     |
| P&C Superintendent        | ME2M - Purchase Orders by Material | 1     |
| P. Quality & D. Control M | ME2M - Purchase Orders by Material | 1     |
| Payment & Bank Reconsile  | ME2M - Purchase Orders by Material | 1     |
| Payroll Admin             | ME2M - Purchase Orders by Material | 1     |
| Planning & Design Eng.    | ME2M - Purchase Orders by Material | 1     |
| Port Engineer             | ME2M - Purchase Orders by Material | 1     |
| PQDC Officer              | ME2M - Purchase Orders by Material | 1     |
| Procurement Officer       | ME2M - Purchase Orders by Material | 1     |
| Procurement Staff         | ME2M - Purchase Orders by Material | 1     |
| Production Administration | ME2M - Purchase Orders by Material | 1     |
| Project Administration    | ME2M - Purchase Orders by Material | 1     |
| Project Officer           | ME2M - Purchase Orders by Material | 1     |
| Purchasing Adm. Officer   | ME2M - Purchase Orders by Material | 1     |
| Purchasing Manager        | ME2M - Purchase Orders by Material | 1     |
| Purchasing Officer        | ME2M - Purchase Orders by Material | 1     |
| Sambarata Port Supervisor | ME2M - Purchase Orders by Material | 1     |
| SAP Support               | ME2M - Purchase Orders by Material | 1     |
| Secretary Officer         | ME2M - Purchase Orders by Material | 1     |
| Shipment Admin Officer    | ME2M - Purchase Orders by Material | 1     |
| Shipping Admin            | ME2M - Purchase Orders by Material | 1     |

| HR Position                   | Code Matrix                            | Count |
|-------------------------------|--|-------|
| Shipping Admin Officer        | ME2M - Purchase Orders by Material     | 1     |
| Shipping Administration Staff | ME2M - Purchase Orders by Material     | 1     |
| Shipping Legal                | ME2M - Purchase Orders by Material     | 1     |
| Suaran Port Supervisor        | ME2M - Purchase Orders by Material     | 1     |
| Supporting Infr. Dev. Sup     | ME2M - Purchase Orders by Material     | 1     |
| Tender Officer                | ME2M - Purchase Orders by Material     | 1     |
| Trade Finance Officer         | ME2M - Purchase Orders by Material     | 1     |
| Transhipment Supervisor       | ME2M - Purchase Orders by Material     | 1     |
| Transport Analyst             | ME2M - Purchase Orders by Material     | 1     |
| Travelling & Claim Admin      | ME2M - Purchase Orders by Material     | 1     |
| Treasury & Bangking Manag     | ME2M - Purchase Orders by Material     | 1     |
| Treasury Administration       | ME2M - Purchase Orders by Material     | 1     |
| Warehouse Crew                | ME2M - Purchase Orders by Material     | 1     |
| Account Officer               | ME2N - Purchase Orders by PO<br>Number | 1     |
| Account Receivable Office     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Accounting & Tax Officer      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Accounting Administrator      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Accounting Manager            | ME2N - Purchase Orders by PO<br>Number | 1     |
| Accounting Officer            | ME2N - Purchase Orders by PO<br>Number | 1     |
| Admin & Data Processing S     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Admin Doc. Filling            | ME2N - Purchase Orders by PO<br>Number | 1     |
| Administration Staff          | ME2N - Purchase Orders by PO<br>Number | 1     |
| AP & AR Control Superviso     | ME2N - Purchase Orders by PO<br>Number | 1     |
| AP Control Manager            | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position                    | Code Matrix                            | Count |
|--------------------------------|--|-------|
| AP Control Superintendent      | ME2N - Purchase Orders by PO<br>Number | 1     |
| AP Controller                  | ME2N - Purchase Orders by PO<br>Number | 1     |
| AP Officer                     | ME2N - Purchase Orders by PO<br>Number | 1     |
| AR Control Manager             | ME2N - Purchase Orders by PO<br>Number | 1     |
| AR Control Superintendent      | ME2N - Purchase Orders by PO<br>Number | 1     |
| AR NON Trade Control Serv      | ME2N - Purchase Orders by PO<br>Number | 1     |
| AR Officer                     | ME2N - Purchase Orders by PO<br>Number | 1     |
| AR Trade Control Service       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Area 1 Marketing & S. man      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Area 2 Marketing & S. man      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Area 3 Marketing & S. man      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Asset Officer                  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Bank & Trade Finance Mana      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Bank Rels. Officer & Cash      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Binungan Mine Operation A      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Budget & Control Supervis      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Budget Officer                 | ME2N - Purchase Orders by PO<br>Number | 1     |
| Building & General Asset       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Business Analyst Manager       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Cash Management Administration | ME2N - Purchase Orders by PO<br>Number | 1     |
| Cash Management Officer        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Claim & Compensation Admi      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Coal Handling Inf. Dev. &      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Coal Mining Dept. Head         | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position                     | Code Matrix                            | Count |
|---------------------------------|--|-------|
| ComDev Admin & Logistic         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Commuication & Relation Officer | ME2N - Purchase Orders by PO<br>Number | 1     |
| Community Rel Admin Suppo       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Comp.Benefit Admin              | ME2N - Purchase Orders by PO<br>Number | 1     |
| Comp.Benefit HR Berau Off       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Comp.Benefit HR Berau Sup       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Compensation & Benefits A       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Contract & Doc. Control O       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Contract Management Engin       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Affair Manager        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Affairs Officer       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Communication G       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Legal Manager         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Legal Senior Ma       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Secretary Manag       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Corporate Support Senior        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Cost Estimator & Control        | ME2N - Purchase Orders by PO<br>Number | 1     |
| CPP & Hauling Road Superv       | ME2N - Purchase Orders by PO<br>Number | 1     |
| CPP Superintendent              | ME2N - Purchase Orders by PO<br>Number | 1     |
| CPP Supervisor                  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Crewing Officer                 | ME2N - Purchase Orders by PO<br>Number | 1     |
| Default position                | ME2N - Purchase Orders by PO<br>Number | 1     |
| Elect. P & C Engineer           | ME2N - Purchase Orders by PO<br>Number | 1     |
| Electrical Supervisor           | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| EMS Area 1 Manager        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Energy Management Serv. G | ME2N - Purchase Orders by PO<br>Number | 1     |
| Engineering Manager       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Environment Manager       | ME2N - Purchase Orders by PO<br>Number | 1     |
| ER & LM Admin Officer     | ME2N - Purchase Orders by PO<br>Number | 1     |
| ER & OHSE Training Manage | ME2N - Purchase Orders by PO<br>Number | 1     |
| Executive Secretary       | ME2N - Purchase Orders by PO<br>Number | 1     |
| External Auditor          | ME2N - Purchase Orders by PO<br>Number | 1     |
| External Relation & Land  | ME2N - Purchase Orders by PO<br>Number | 1     |
| External SAP Consultant   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finacial Accounting Staff | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finance & Adm General Man | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finance Admin             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finance Analyst           | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finance Deputy Director   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finance Rep. & Analyst Ma | ME2N - Purchase Orders by PO<br>Number | 1     |
| Finance Reporting Officer | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial & Accounting Su | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial Accounting Bera | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial Accounting Jaka | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial Control Departm | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial Reporting Manag | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial Reporting Offic | ME2N - Purchase Orders by PO<br>Number | 1     |
| Financial Reporting Senio | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Financial Reporting Super | ME2N - Purchase Orders by PO<br>Number | 1     |
| GA Admin                  | ME2N - Purchase Orders by PO<br>Number | 1     |
| GA Officer                | ME2N - Purchase Orders by PO<br>Number | 1     |
| GA Service Supervisor     | ME2N - Purchase Orders by PO<br>Number | 1     |
| GA Staff JKT              | ME2N - Purchase Orders by PO<br>Number | 1     |
| GA Supervisor             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Gen. Accounting Superviso | ME2N - Purchase Orders by PO<br>Number | 1     |
| Gen. Service & Logistic G | ME2N - Purchase Orders by PO<br>Number | 1     |
| General Affair Berau Supe | ME2N - Purchase Orders by PO<br>Number | 1     |
| General Affair Manager    | ME2N - Purchase Orders by PO<br>Number | 1     |
| Geology & Exploration Man | ME2N - Purchase Orders by PO<br>Number | 1     |
| Geology & Exploration Sup | ME2N - Purchase Orders by PO<br>Number | 1     |
| Geotechnic & Hydrology Ma | ME2N - Purchase Orders by PO<br>Number | 1     |
| H.S.E General Manager     | ME2N - Purchase Orders by PO<br>Number | 1     |
| HO Support Service Superv | ME2N - Purchase Orders by PO<br>Number | 1     |
| HO Support Superintendent | ME2N - Purchase Orders by PO<br>Number | 1     |
| HR & GA Manager - JKT     | ME2N - Purchase Orders by PO<br>Number | 1     |
| HR Development Manager    | ME2N - Purchase Orders by PO<br>Number | 1     |
| HR System Support Officer | ME2N - Purchase Orders by PO<br>Number | 1     |
| HRGA General Manager      | ME2N - Purchase Orders by PO<br>Number | 1     |
| HSE General Admin         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Industrial Relation Coord | ME2N - Purchase Orders by PO<br>Number | 1     |
| Industrial Relation Offic | ME2N - Purchase Orders by PO<br>Number | 1     |
| Infrastructure Dev. Plan  | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Internal Audit            | ME2N - Purchase Orders by PO<br>Number | 1     |
| Internal Audit Manager    | ME2N - Purchase Orders by PO<br>Number | 1     |
| Internal Auditor          | ME2N - Purchase Orders by PO<br>Number | 1     |
| IR & Welfare Superintende | ME2N - Purchase Orders by PO<br>Number | 1     |
| IT & MIS General Manager  | ME2N - Purchase Orders by PO<br>Number | 1     |
| IT Manager                | ME2N - Purchase Orders by PO<br>Number | 1     |
| Land Acquisition & Manage | ME2N - Purchase Orders by PO<br>Number | 1     |
| Lati Mine Opertaion Manag | ME2N - Purchase Orders by PO<br>Number | 1     |
| Lati Port Supervisor      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Legal & Compliance Admin  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Legal Officer             | ME2N - Purchase Orders by PO<br>Number | 1     |
| LMO Admin Planner         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Logistic GL               | ME2N - Purchase Orders by PO<br>Number | 1     |
| Logistic GL Parts         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Logistic Manager          | ME2N - Purchase Orders by PO<br>Number | 1     |
| Logistic Officer          | ME2N - Purchase Orders by PO<br>Number | 1     |
| Logistic Section Head     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Logistic Supervisor       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Managerial Reporting Supe | ME2N - Purchase Orders by PO<br>Number | 1     |
| Marine Support Officer    | ME2N - Purchase Orders by PO<br>Number | 1     |
| Marketing & Transp. Admin | ME2N - Purchase Orders by PO<br>Number | 1     |
| Marketing & transp. Direc | ME2N - Purchase Orders by PO<br>Number | 1     |
| Marketing & transp.Deputy | ME2N - Purchase Orders by PO<br>Number | 1     |
| Marketing Support Officer | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Mech & Elect Superintende | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mech. P & C Engineer      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mechanical Supervisor     | ME2N - Purchase Orders by PO<br>Number | 1     |
| MGM_REP                   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mgt Reporting & Budget Se | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mine Closure Manager      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mine Contract Management  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mine Contract Mgmt & T.S  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mine Dev & Geology Genera | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mine Plan & Control Manag | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mine Superintendent       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Mining General Manager    | ME2N - Purchase Orders by PO<br>Number | 1     |
| MIS Manager               | ME2N - Purchase Orders by PO<br>Number | 1     |
| O.H.S. Manager            | ME2N - Purchase Orders by PO<br>Number | 1     |
| Operation Deputy Director | ME2N - Purchase Orders by PO<br>Number | 1     |
| Operation Director        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Operation Support Service | ME2N - Purchase Orders by PO<br>Number | 1     |
| P&C Superintendent        | ME2N - Purchase Orders by PO<br>Number | 1     |
| P. Quality & D. Control M | ME2N - Purchase Orders by PO<br>Number | 1     |
| Payment & Bank Reconsile  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Payroll Admin             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Payroll Officer           | ME2N - Purchase Orders by PO<br>Number | 1     |
| Planner Hauling BMO Plant | ME2N - Purchase Orders by PO<br>Number | 1     |
| Planning & Design Eng.    | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position                     | Code Matrix                            | Count |
|---------------------------------|--|-------|
| Plant Administration Staff      | ME2N - Purchase Orders by PO<br>Number | 1     |
| Plant Maintenance Officer       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Port & Barging Opt. Manag       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Port Engineer                   | ME2N - Purchase Orders by PO<br>Number | 1     |
| PQDC Officer                    | ME2N - Purchase Orders by PO<br>Number | 1     |
| Prapatan Port Supervisor        | ME2N - Purchase Orders by PO<br>Number | 1     |
| President Director              | ME2N - Purchase Orders by PO<br>Number | 1     |
| Procurement Officer             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Procurement Staff               | ME2N - Purchase Orders by PO<br>Number | 1     |
| Production Administration       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Production Administration Staff | ME2N - Purchase Orders by PO<br>Number | 1     |
| Project Administration          | ME2N - Purchase Orders by PO<br>Number | 1     |
| Project Officer                 | ME2N - Purchase Orders by PO<br>Number | 1     |
| Purchasing Adm. Officer         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Purchasing Manager              | ME2N - Purchase Orders by PO<br>Number | 1     |
| Purchasing Officer              | ME2N - Purchase Orders by PO<br>Number | 1     |
| QHSE System Compliance Ma       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Recruit & Assessment Offi       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Recruitment Officer             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Rental Department Head          | ME2N - Purchase Orders by PO<br>Number | 1     |
| Risk Mgt. Compl. & Policy       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Sambarata Mine Operation        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Sambarata Port Supervisor       | ME2N - Purchase Orders by PO<br>Number | 1     |
| SAP Support                     | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position                   | Code Matrix                            | Count |
|-------------------------------|--|-------|
| Secretary Officer             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Security Manager              | ME2N - Purchase Orders by PO<br>Number | 1     |
| Senior Instruktur             | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shared Service Unit Gener     | ME2N - Purchase Orders by PO<br>Number | 1     |
| SHE Section Head              | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shipment Admin Officer        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shipping Admin                | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shipping Admin Officer        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shipping Administration Staff | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shipping Legal                | ME2N - Purchase Orders by PO<br>Number | 1     |
| Shipping Manager              | ME2N - Purchase Orders by PO<br>Number | 1     |
| Suaran Port Supervisor        | ME2N - Purchase Orders by PO<br>Number | 1     |
| Support Administrator Off     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Supporting Infr. Dev. Sup     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Tax Manager                   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Tax Officer                   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Technical Service Manager     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Tender Officer                | ME2N - Purchase Orders by PO<br>Number | 1     |
| Ticketing                     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Trade Finance Admin.          | ME2N - Purchase Orders by PO<br>Number | 1     |
| Trade Finance Officer         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Traffic & Admin Superinte     | ME2N - Purchase Orders by PO<br>Number | 1     |
| Transhipment Supervisor       | ME2N - Purchase Orders by PO<br>Number | 1     |
| Transp. & Sales Adm. Gene     | ME2N - Purchase Orders by PO<br>Number | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Transport & Shipment Mana | ME2N - Purchase Orders by PO<br>Number | 1     |
| Transport Analyst         | ME2N - Purchase Orders by PO<br>Number | 1     |
| Travelling & Claim Admin  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Treasury & Bangking Manag | ME2N - Purchase Orders by PO<br>Number | 1     |
| Treasury Administration   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Treasury General Manager  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Treasury Settlement Offic | ME2N - Purchase Orders by PO<br>Number | 1     |
| Treasury Superintendent   | ME2N - Purchase Orders by PO<br>Number | 1     |
| Warehouse Crew            | ME2N - Purchase Orders by PO<br>Number | 1     |
| Welfare Admin Supervisor  | ME2N - Purchase Orders by PO<br>Number | 1     |
| Accounting Manager        | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Accounting Officer        | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| AP Control Manager        | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| AR Control Superintendent | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| AR NON Trade Control Serv | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| AR Officer                | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| AR Trade Control Service  | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Area 1 Marketing & S. man | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Area 2 Marketing & S. man | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Area 3 Marketing & S. man | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Asset Officer             | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Bank & Trade Finance Mana | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Bank Rels. Officer & Cash | ME2O - SC Stock Monitoring (Vendor)    | 1     |
| Budget & Control Supervis | ME2O - SC Stock Monitoring (Vendor)    | 1     |

| HR Position                    | Code Matrix                         | Count |
|--------------------------------|-------------------------------------|-------|
| Budget Officer                 | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Building & General Asset       | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Cash Management Administration | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Cash Management Officer        | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Contract Management Engin      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Cost Estimator & Control       | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Default position               | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Finance & Adm General Man      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Finance Admin                  | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Finance Rep. & Analyst Ma      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Finance Reporting Officer      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Financial & Accounting Su      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Financial Control Departm      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Financial Reporting Manag      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Financial Reporting Offic      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Financial Reporting Super      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Infrastructure Dev. Plan       | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Logistic Manager               | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Managerial Reporting Supe      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Marketing Support Officer      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Mech & Elect Superintende      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| MGM_REP                        | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Mgt Reporting & Budget Se      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| P&C Superintendent             | ME2O - SC Stock Monitoring (Vendor) | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Planning & Design Eng.    | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Procurement Officer       | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Production Administration | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Project Officer           | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Purchasing Adm. Officer   | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Purchasing Manager        | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Purchasing Officer        | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Shipment Admin Officer    | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Supporting Infr. Dev. Sup | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Tender Officer            | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Trade Finance Admin.      | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Trade Finance Officer     | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Traffic & Admin Superinte | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Transport Analyst         | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Treasury & Bangking Manag | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Treasury Administration   | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Treasury General Manager  | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Treasury Settlement Offic | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Treasury Superintendent   | ME2O - SC Stock Monitoring (Vendor) | 1     |
| Accounting Manager        | ME2S - Services per Purchase Order  | 1     |
| Accounting Officer        | ME2S - Services per Purchase Order  | 1     |
| Administration Staff      | ME2S - Services per Purchase Order  | 1     |
| AP Control Superintendent | ME2S - Services per Purchase Order  | 1     |
| AR Control Superintendent | ME2S - Services per Purchase Order  | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| Area 1 Marketing & S. man       | ME2S - Services per Purchase Order | 1     |
| Area 2 Marketing & S. man       | ME2S - Services per Purchase Order | 1     |
| Area 3 Marketing & S. man       | ME2S - Services per Purchase Order | 1     |
| Asset Officer                   | ME2S - Services per Purchase Order | 1     |
| Bank & Trade Finance Mana       | ME2S - Services per Purchase Order | 1     |
| Bank Rels. Officer & Cash       | ME2S - Services per Purchase Order | 1     |
| Budget & Control Supervis       | ME2S - Services per Purchase Order | 1     |
| Budget Officer                  | ME2S - Services per Purchase Order | 1     |
| Building & General Asset        | ME2S - Services per Purchase Order | 1     |
| Cash Management Administration  | ME2S - Services per Purchase Order | 1     |
| Claim & Compensation Admi       | ME2S - Services per Purchase Order | 1     |
| ComDev Admin & Logistic         | ME2S - Services per Purchase Order | 1     |
| Commuication & Relation Officer | ME2S - Services per Purchase Order | 1     |
| Community Rel Admin Suppo       | ME2S - Services per Purchase Order | 1     |
| Contract Management Engin       | ME2S - Services per Purchase Order | 1     |
| Corporate Affairs Officer       | ME2S - Services per Purchase Order | 1     |
| Cost Estimator & Control        | ME2S - Services per Purchase Order | 1     |
| Crewing Officer                 | ME2S - Services per Purchase Order | 1     |
| Default position                | ME2S - Services per Purchase Order | 1     |
| Elect. P & C Engineer           | ME2S - Services per Purchase Order | 1     |
| Electrical Supervisor           | ME2S - Services per Purchase Order | 1     |
| ER & LM Admin Officer           | ME2S - Services per Purchase Order | 1     |
| Executive Secretary             | ME2S - Services per Purchase Order | 1     |
| Finance & Adm General Man       | ME2S - Services per Purchase Order | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Finance Admin             | ME2S - Services per Purchase Order | 1     |
| Finance Analyst           | ME2S - Services per Purchase Order | 1     |
| Finance Rep. & Analyst Ma | ME2S - Services per Purchase Order | 1     |
| Finance Reporting Officer | ME2S - Services per Purchase Order | 1     |
| Financial & Accounting Su | ME2S - Services per Purchase Order | 1     |
| Financial Control Departm | ME2S - Services per Purchase Order | 1     |
| Financial Reporting Manag | ME2S - Services per Purchase Order | 1     |
| Financial Reporting Offic | ME2S - Services per Purchase Order | 1     |
| Financial Reporting Senio | ME2S - Services per Purchase Order | 1     |
| Financial Reporting Super | ME2S - Services per Purchase Order | 1     |
| GA Officer                | ME2S - Services per Purchase Order | 1     |
| GA Supervisor             | ME2S - Services per Purchase Order | 1     |
| Geology & Exploration Sup | ME2S - Services per Purchase Order | 1     |
| HSE General Admin         | ME2S - Services per Purchase Order | 1     |
| Infrastructure Dev. Plan  | ME2S - Services per Purchase Order | 1     |
| Internal Audit            | ME2S - Services per Purchase Order | 1     |
| IR & Welfare Superintende | ME2S - Services per Purchase Order | 1     |
| Lati Port Supervisor      | ME2S - Services per Purchase Order | 1     |
| Legal & Compliance Admin  | ME2S - Services per Purchase Order | 1     |
| Legal Officer             | ME2S - Services per Purchase Order | 1     |
| Managerial Reporting Supe | ME2S - Services per Purchase Order | 1     |
| Marine Support Officer    | ME2S - Services per Purchase Order | 1     |
| Marketing & Transp. Admin | ME2S - Services per Purchase Order | 1     |
| Marketing Support Officer | ME2S - Services per Purchase Order | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Mech & Elect Superintende | ME2S - Services per Purchase Order | 1     |
| Mech. P & C Engineer      | ME2S - Services per Purchase Order | 1     |
| Mechanical Supervisor     | ME2S - Services per Purchase Order | 1     |
| MGM_REP                   | ME2S - Services per Purchase Order | 1     |
| Mgt Reporting & Budget Se | ME2S - Services per Purchase Order | 1     |
| P&C Superintendent        | ME2S - Services per Purchase Order | 1     |
| Payment & Bank Reconsile  | ME2S - Services per Purchase Order | 1     |
| Payroll Admin             | ME2S - Services per Purchase Order | 1     |
| Planning & Design Eng.    | ME2S - Services per Purchase Order | 1     |
| Plant Maintenance Officer | ME2S - Services per Purchase Order | 1     |
| Port Engineer             | ME2S - Services per Purchase Order | 1     |
| PQDC Officer              | ME2S - Services per Purchase Order | 1     |
| Procurement Officer       | ME2S - Services per Purchase Order | 1     |
| Procurement Staff         | ME2S - Services per Purchase Order | 1     |
| Production Administration | ME2S - Services per Purchase Order | 1     |
| Project Administration    | ME2S - Services per Purchase Order | 1     |
| Project Officer           | ME2S - Services per Purchase Order | 1     |
| Purchasing Adm. Officer   | ME2S - Services per Purchase Order | 1     |
| Purchasing Manager        | ME2S - Services per Purchase Order | 1     |
| Purchasing Officer        | ME2S - Services per Purchase Order | 1     |
| Sambarata Port Supervisor | ME2S - Services per Purchase Order | 1     |
| Secretary Officer         | ME2S - Services per Purchase Order | 1     |
| Shared Service Unit Gener | ME2S - Services per Purchase Order | 1     |
| Shipment Admin Officer    | ME2S - Services per Purchase Order | 1     |

| HR Position                   | Code Matrix                                | Count |
|-------------------------------|--|-------|
| Shipping Admin                | ME2S - Services per Purchase Order         | 1     |
| Shipping Admin Officer        | ME2S - Services per Purchase Order         | 1     |
| Shipping Administration Staff | ME2S - Services per Purchase Order         | 1     |
| Shipping Legal                | ME2S - Services per Purchase Order         | 1     |
| Suaran Port Supervisor        | ME2S - Services per Purchase Order         | 1     |
| Supporting Infr. Dev. Sup     | ME2S - Services per Purchase Order         | 1     |
| Tender Officer                | ME2S - Services per Purchase Order         | 1     |
| Trade Finance Officer         | ME2S - Services per Purchase Order         | 1     |
| Transhipment Supervisor       | ME2S - Services per Purchase Order         | 1     |
| Transport Analyst             | ME2S - Services per Purchase Order         | 1     |
| Travelling & Claim Admin      | ME2S - Services per Purchase Order         | 1     |
| Treasury & Bangking Manag     | ME2S - Services per Purchase Order         | 1     |
| Treasury Administration       | ME2S - Services per Purchase Order         | 1     |
| Accounting Manager            | ME2W - Purchase Orders for Supplying Plant | 1     |
| Accounting Officer            | ME2W - Purchase Orders for Supplying Plant | 1     |
| AP Control Manager            | ME2W - Purchase Orders for Supplying Plant | 1     |
| AR Control Superintendent     | ME2W - Purchase Orders for Supplying Plant | 1     |
| AR NON Trade Control Serv     | ME2W - Purchase Orders for Supplying Plant | 1     |
| AR Officer                    | ME2W - Purchase Orders for Supplying Plant | 1     |
| AR Trade Control Service      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Area 1 Marketing & S. man     | ME2W - Purchase Orders for Supplying Plant | 1     |
| Area 2 Marketing & S. man     | ME2W - Purchase Orders for Supplying Plant | 1     |
| Area 3 Marketing & S. man     | ME2W - Purchase Orders for Supplying Plant | 1     |
| Asset Officer                 | ME2W - Purchase Orders for Supplying Plant | 1     |

| HR Position                    | Code Matrix                                | Count |
|--------------------------------|--|-------|
| Bank & Trade Finance Mana      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Bank Rels. Officer & Cash      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Budget & Control Supervis      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Budget Officer                 | ME2W - Purchase Orders for Supplying Plant | 1     |
| Building & General Asset       | ME2W - Purchase Orders for Supplying Plant | 1     |
| Cash Management Administration | ME2W - Purchase Orders for Supplying Plant | 1     |
| Cash Management Officer        | ME2W - Purchase Orders for Supplying Plant | 1     |
| Contract Management Engin      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Cost Estimator & Control       | ME2W - Purchase Orders for Supplying Plant | 1     |
| Default position               | ME2W - Purchase Orders for Supplying Plant | 1     |
| External Auditor               | ME2W - Purchase Orders for Supplying Plant | 1     |
| Finance & Adm General Man      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Finance Admin                  | ME2W - Purchase Orders for Supplying Plant | 1     |
| Finance Rep. & Analyst Ma      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Finance Reporting Officer      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Financial & Accounting Su      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Financial Control Departm      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Financial Reporting Manag      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Financial Reporting Offic      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Financial Reporting Senio      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Financial Reporting Super      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Infrastructure Dev. Plan       | ME2W - Purchase Orders for Supplying Plant | 1     |
| Internal Auditor               | ME2W - Purchase Orders for Supplying Plant | 1     |
| Managerial Reporting Supe      | ME2W - Purchase Orders for Supplying Plant | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Marine Support Officer    | ME2W - Purchase Orders for Supplying Plant | 1     |
| Marketing Support Officer | ME2W - Purchase Orders for Supplying Plant | 1     |
| Mech & Elect Superintende | ME2W - Purchase Orders for Supplying Plant | 1     |
| MGM_REP                   | ME2W - Purchase Orders for Supplying Plant | 1     |
| Mgt Reporting & Budget Se | ME2W - Purchase Orders for Supplying Plant | 1     |
| P&C Superintendent        | ME2W - Purchase Orders for Supplying Plant | 1     |
| P. Quality & D. Control M | ME2W - Purchase Orders for Supplying Plant | 1     |
| Planning & Design Eng.    | ME2W - Purchase Orders for Supplying Plant | 1     |
| Port Engineer             | ME2W - Purchase Orders for Supplying Plant | 1     |
| PQDC Officer              | ME2W - Purchase Orders for Supplying Plant | 1     |
| Procurement Officer       | ME2W - Purchase Orders for Supplying Plant | 1     |
| Production Administration | ME2W - Purchase Orders for Supplying Plant | 1     |
| Project Officer           | ME2W - Purchase Orders for Supplying Plant | 1     |
| Purchasing Adm. Officer   | ME2W - Purchase Orders for Supplying Plant | 1     |
| Purchasing Manager        | ME2W - Purchase Orders for Supplying Plant | 1     |
| Purchasing Officer        | ME2W - Purchase Orders for Supplying Plant | 1     |
| SAP Support               | ME2W - Purchase Orders for Supplying Plant | 1     |
| Shipment Admin Officer    | ME2W - Purchase Orders for Supplying Plant | 1     |
| Shipping Admin Officer    | ME2W - Purchase Orders for Supplying Plant | 1     |
| Supporting Infr. Dev. Sup | ME2W - Purchase Orders for Supplying Plant | 1     |
| Tender Officer            | ME2W - Purchase Orders for Supplying Plant | 1     |
| Trade Finance Admin.      | ME2W - Purchase Orders for Supplying Plant | 1     |
| Trade Finance Officer     | ME2W - Purchase Orders for Supplying Plant | 1     |
| Traffic & Admin Superinte | ME2W - Purchase Orders for Supplying Plant | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Transhipment Supervisor   | ME2W - Purchase Orders for Supplying Plant | 1     |
| Transport Analyst         | ME2W - Purchase Orders for Supplying Plant | 1     |
| Treasury & Bangking Manag | ME2W - Purchase Orders for Supplying Plant | 1     |
| Treasury Administration   | ME2W - Purchase Orders for Supplying Plant | 1     |
| Treasury General Manager  | ME2W - Purchase Orders for Supplying Plant | 1     |
| Treasury Settlement Offic | ME2W - Purchase Orders for Supplying Plant | 1     |
| Treasury Superintendent   | ME2W - Purchase Orders for Supplying Plant | 1     |
| Contract Management Engin | ME31 - Create Outline Agreement            | 1     |
| Procurement Officer       | ME31K - Create Contract                    | 1     |
| Purchasing Adm. Officer   | ME31K - Create Contract                    | 1     |
| Purchasing Officer        | ME31K - Create Contract                    | 1     |
| Tender Officer            | ME31K - Create Contract                    | 1     |
| Contract Management Engin | ME32 - Change Outline Agreement            | 1     |
| Procurement Officer       | ME32K - Change Contract                    | 1     |
| Purchasing Adm. Officer   | ME32K - Change Contract                    | 1     |
| Purchasing Officer        | ME32K - Change Contract                    | 1     |
| Tender Officer            | ME32K - Change Contract                    | 1     |
| Contract Management Engin | ME33 - Display Outline Agreement           | 1     |
| External Auditor          | ME33 - Display Outline Agreement           | 1     |
| Finance Reporting Officer | ME33 - Display Outline Agreement           | 1     |
| Financial Reporting Manag | ME33 - Display Outline Agreement           | 1     |
| Financial Reporting Offic | ME33 - Display Outline Agreement           | 1     |
| Financial Reporting Senio | ME33 - Display Outline Agreement           | 1     |
| Internal Auditor          | ME33 - Display Outline Agreement           | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| Production Administration      | ME33 - Display Outline Agreement | 1     |
| SAP Support                    | ME33 - Display Outline Agreement | 1     |
| Accounting Manager             | ME33K - Display Contract         | 1     |
| Accounting Officer             | ME33K - Display Contract         | 1     |
| AP Control Manager             | ME33K - Display Contract         | 1     |
| AR Control Manager             | ME33K - Display Contract         | 1     |
| Area 1 Marketing & S. man      | ME33K - Display Contract         | 1     |
| Area 2 Marketing & S. man      | ME33K - Display Contract         | 1     |
| Area 3 Marketing & S. man      | ME33K - Display Contract         | 1     |
| Bank & Trade Finance Mana      | ME33K - Display Contract         | 1     |
| Binungan Mine Operation A      | ME33K - Display Contract         | 1     |
| Business Analyst Manager       | ME33K - Display Contract         | 1     |
| Cash Management Administration | ME33K - Display Contract         | 1     |
| Coal Handling Inf. Dev. &      | ME33K - Display Contract         | 1     |
| Contract Management Engin      | ME33K - Display Contract         | 1     |
| Corporate Affair Manager       | ME33K - Display Contract         | 1     |
| Corporate Communication G      | ME33K - Display Contract         | 1     |
| Corporate Legal Manager        | ME33K - Display Contract         | 1     |
| Corporate Legal Senior Ma      | ME33K - Display Contract         | 1     |
| Corporate Support Senior       | ME33K - Display Contract         | 1     |
| Cost Estimator & Control       | ME33K - Display Contract         | 1     |
| Default position               | ME33K - Display Contract         | 1     |
| EMS Area 1 Manager             | ME33K - Display Contract         | 1     |
| Energy Management Serv. G      | ME33K - Display Contract         | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Engineering Manager       | ME33K - Display Contract | 1     |
| Environment Manager       | ME33K - Display Contract | 1     |
| ER & OHSE Training Manage | ME33K - Display Contract | 1     |
| External Auditor          | ME33K - Display Contract | 1     |
| External Relation & Land  | ME33K - Display Contract | 1     |
| Finance & Adm General Man | ME33K - Display Contract | 1     |
| Finance Admin             | ME33K - Display Contract | 1     |
| Finance Deputy Director   | ME33K - Display Contract | 1     |
| Finance Rep. & Analyst Ma | ME33K - Display Contract | 1     |
| Finance Reporting Officer | ME33K - Display Contract | 1     |
| Financial Reporting Manag | ME33K - Display Contract | 1     |
| Financial Reporting Offic | ME33K - Display Contract | 1     |
| Financial Reporting Senio | ME33K - Display Contract | 1     |
| Gen. Service & Logistic G | ME33K - Display Contract | 1     |
| General Affair Manager    | ME33K - Display Contract | 1     |
| Geology & Exploration Man | ME33K - Display Contract | 1     |
| Geotechnic & Hydrology Ma | ME33K - Display Contract | 1     |
| H.S.E General Manager     | ME33K - Display Contract | 1     |
| HR & GA Manager - JKT     | ME33K - Display Contract | 1     |
| HR Development Manager    | ME33K - Display Contract | 1     |
| HRGA General Manager      | ME33K - Display Contract | 1     |
| Infrastructure Dev. Plan  | ME33K - Display Contract | 1     |
| Internal Audit Manager    | ME33K - Display Contract | 1     |
| Internal Auditor          | ME33K - Display Contract | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| IR & Welfare Superintende | ME33K - Display Contract | 1     |
| IT & MIS General Manager  | ME33K - Display Contract | 1     |
| IT Manager                | ME33K - Display Contract | 1     |
| Land Acquisition & Manage | ME33K - Display Contract | 1     |
| Lati Mine Opertaion Manag | ME33K - Display Contract | 1     |
| Logistic Manager          | ME33K - Display Contract | 1     |
| Marine Support Officer    | ME33K - Display Contract | 1     |
| Marketing & transp. Direc | ME33K - Display Contract | 1     |
| Marketing & transp.Deputy | ME33K - Display Contract | 1     |
| Marketing Support Officer | ME33K - Display Contract | 1     |
| Mgt Reporting & Budget Se | ME33K - Display Contract | 1     |
| Mine Closure Manager      | ME33K - Display Contract | 1     |
| Mine Contract Management  | ME33K - Display Contract | 1     |
| Mine Dev & Geology Genera | ME33K - Display Contract | 1     |
| Mine Plan & Control Manag | ME33K - Display Contract | 1     |
| Mining General Manager    | ME33K - Display Contract | 1     |
| MIS Manager               | ME33K - Display Contract | 1     |
| O.H.S. Manager            | ME33K - Display Contract | 1     |
| Operation Deputy Director | ME33K - Display Contract | 1     |
| Operation Director        | ME33K - Display Contract | 1     |
| P. Quality & D. Control M | ME33K - Display Contract | 1     |
| Planning & Design Eng.    | ME33K - Display Contract | 1     |
| Port & Barging Opt. Manag | ME33K - Display Contract | 1     |
| Port Engineer             | ME33K - Display Contract | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| PQDC Officer              | ME33K - Display Contract | 1     |
| President Director        | ME33K - Display Contract | 1     |
| Procurement Officer       | ME33K - Display Contract | 1     |
| Production Administration | ME33K - Display Contract | 1     |
| Project Officer           | ME33K - Display Contract | 1     |
| Purchasing Adm. Officer   | ME33K - Display Contract | 1     |
| Purchasing Manager        | ME33K - Display Contract | 1     |
| Purchasing Officer        | ME33K - Display Contract | 1     |
| QHSE System Compliance Ma | ME33K - Display Contract | 1     |
| Risk Mgt. Compl. & Policy | ME33K - Display Contract | 1     |
| Sambarata Mine Operation  | ME33K - Display Contract | 1     |
| SAP Support               | ME33K - Display Contract | 1     |
| Security Manager          | ME33K - Display Contract | 1     |
| Shared Service Unit Gener | ME33K - Display Contract | 1     |
| Shipment Admin Officer    | ME33K - Display Contract | 1     |
| Shipping Admin Officer    | ME33K - Display Contract | 1     |
| Shipping Manager          | ME33K - Display Contract | 1     |
| Supporting Infr. Dev. Sup | ME33K - Display Contract | 1     |
| Tax Manager               | ME33K - Display Contract | 1     |
| Technical Service Manager | ME33K - Display Contract | 1     |
| Tender Officer            | ME33K - Display Contract | 1     |
| Transhipment Supervisor   | ME33K - Display Contract | 1     |
| Transp. & Sales Adm. Gene | ME33K - Display Contract | 1     |
| Transport & Shipment Mana | ME33K - Display Contract | 1     |

| HR Position                    | Code Matrix                          | Count |
|--------------------------------|--------------------------------------|-------|
| Treasury & Bangking Manag      | ME33K - Display Contract             | 1     |
| Treasury Administration        | ME33K - Display Contract             | 1     |
| Treasury General Manager       | ME33K - Display Contract             | 1     |
| Accounting Officer             | ME33L - Display Scheduling Agreement | 1     |
| Cash Management Administration | ME33L - Display Scheduling Agreement | 1     |
| Contract Management Engin      | ME33L - Display Scheduling Agreement | 1     |
| Cost Estimator & Control       | ME33L - Display Scheduling Agreement | 1     |
| Default position               | ME33L - Display Scheduling Agreement | 1     |
| External Auditor               | ME33L - Display Scheduling Agreement | 1     |
| Finance Admin                  | ME33L - Display Scheduling Agreement | 1     |
| Finance Reporting Officer      | ME33L - Display Scheduling Agreement | 1     |
| Financial Reporting Manag      | ME33L - Display Scheduling Agreement | 1     |
| Financial Reporting Offic      | ME33L - Display Scheduling Agreement | 1     |
| Financial Reporting Senio      | ME33L - Display Scheduling Agreement | 1     |
| Infrastructure Dev. Plan       | ME33L - Display Scheduling Agreement | 1     |
| Internal Auditor               | ME33L - Display Scheduling Agreement | 1     |
| IR & Welfare Superintende      | ME33L - Display Scheduling Agreement | 1     |
| Marine Support Officer         | ME33L - Display Scheduling Agreement | 1     |
| Planning & Design Eng.         | ME33L - Display Scheduling Agreement | 1     |
| Port Engineer                  | ME33L - Display Scheduling Agreement | 1     |
| PQDC Officer                   | ME33L - Display Scheduling Agreement | 1     |
| Procurement Officer            | ME33L - Display Scheduling Agreement | 1     |
| Production Administration      | ME33L - Display Scheduling Agreement | 1     |
| Project Officer                | ME33L - Display Scheduling Agreement | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Purchasing Adm. Officer   | ME33L - Display Scheduling Agreement    | 1     |
| Purchasing Manager        | ME33L - Display Scheduling Agreement    | 1     |
| Purchasing Officer        | ME33L - Display Scheduling Agreement    | 1     |
| SAP Support               | ME33L - Display Scheduling Agreement    | 1     |
| Shipment Admin Officer    | ME33L - Display Scheduling Agreement    | 1     |
| Shipping Admin Officer    | ME33L - Display Scheduling Agreement    | 1     |
| Supporting Infr. Dev. Sup | ME33L - Display Scheduling Agreement    | 1     |
| Tender Officer            | ME33L - Display Scheduling Agreement    | 1     |
| Transhipment Supervisor   | ME33L - Display Scheduling Agreement    | 1     |
| Treasury Administration   | ME33L - Display Scheduling Agreement    | 1     |
| Cost Estimator & Control  | ME34K - Maintain Contract Supplement    | 1     |
| Procurement Officer       | ME34K - Maintain Contract Supplement    | 1     |
| Purchasing Adm. Officer   | ME34K - Maintain Contract Supplement    | 1     |
| Purchasing Manager        | ME34K - Maintain Contract Supplement    | 1     |
| Purchasing Officer        | ME34K - Maintain Contract Supplement    | 1     |
| Tender Officer            | ME34K - Maintain Contract Supplement    | 1     |
| Cost Estimator & Control  | ME35K - Release Contract                | 1     |
| Purchasing Manager        | ME35K - Release Contract                | 1     |
| Cost Estimator & Control  | ME35L - Release Scheduling<br>Agreement | 1     |
| Procurement Officer       | ME35L - Release Scheduling Agreement    | 1     |
| Purchasing Adm. Officer   | ME35L - Release Scheduling Agreement    | 1     |
| Purchasing Manager        | ME35L - Release Scheduling<br>Agreement | 1     |
| Purchasing Officer        | ME35L - Release Scheduling<br>Agreement | 1     |
| Tender Officer            | ME35L - Release Scheduling<br>Agreement | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Cost Estimator & Control  | ME3B - Outl. Agreements per<br>Requirement No. | 1     |
| Procurement Officer       | ME3B - Outl. Agreements per<br>Requirement No. | 1     |
| Purchasing Adm. Officer   | ME3B - Outl. Agreements per<br>Requirement No. | 1     |
| Purchasing Manager        | ME3B - Outl. Agreements per Requirement No.    | 1     |
| Purchasing Officer        | ME3B - Outl. Agreements per Requirement No.    | 1     |
| Tender Officer            | ME3B - Outl. Agreements per Requirement No.    | 1     |
| Cost Estimator & Control  | ME3C - Outline Agreements by Material Group    | 1     |
| External Auditor          | ME3C - Outline Agreements by Material Group    | 1     |
| Finance Reporting Officer | ME3C - Outline Agreements by Material Group    | 1     |
| Financial Reporting Manag | ME3C - Outline Agreements by Material Group    | 1     |
| Financial Reporting Offic | ME3C - Outline Agreements by Material Group    | 1     |
| Financial Reporting Senio | ME3C - Outline Agreements by Material Group    | 1     |
| Internal Auditor          | ME3C - Outline Agreements by Material Group    | 1     |
| Procurement Officer       | ME3C - Outline Agreements by Material Group    | 1     |
| Purchasing Adm. Officer   | ME3C - Outline Agreements by Material Group    | 1     |
| Purchasing Manager        | ME3C - Outline Agreements by Material Group    | 1     |
| Purchasing Officer        | ME3C - Outline Agreements by Material Group    | 1     |
| SAP Support               | ME3C - Outline Agreements by Material Group    | 1     |
| Tender Officer            | ME3C - Outline Agreements by Material Group    | 1     |
| Cost Estimator & Control  | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| External Auditor          | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Finance Reporting Officer | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Financial Reporting Manag | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Financial Reporting Offic | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Internal Auditor          | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Procurement Officer       | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Purchasing Adm. Officer   | ME3K - Outl. Agreements by Acct. Assignment    | 1     |
| Purchasing Manager        | ME3K - Outl. Agreements by Acct. Assignment    | 1     |
| Purchasing Officer        | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| SAP Support               | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Tender Officer            | ME3K - Outl. Agreements by Acct.<br>Assignment | 1     |
| Cost Estimator & Control  | ME3L - Outline Agreements per Vendor           | 1     |
| External Auditor          | ME3L - Outline Agreements per Vendor           | 1     |
| Finance Reporting Officer | ME3L - Outline Agreements per Vendor           | 1     |
| Financial Reporting Manag | ME3L - Outline Agreements per Vendor           | 1     |
| Financial Reporting Offic | ME3L - Outline Agreements per Vendor           | 1     |
| Financial Reporting Senio | ME3L - Outline Agreements per Vendor           | 1     |
| Internal Auditor          | ME3L - Outline Agreements per Vendor           | 1     |
| Procurement Officer       | ME3L - Outline Agreements per Vendor           | 1     |
| Purchasing Adm. Officer   | ME3L - Outline Agreements per Vendor           | 1     |
| Purchasing Manager        | ME3L - Outline Agreements per Vendor           | 1     |
| Purchasing Officer        | ME3L - Outline Agreements per Vendor           | 1     |
| SAP Support               | ME3L - Outline Agreements per Vendor           | 1     |
| Tender Officer            | ME3L - Outline Agreements per Vendor           | 1     |
| Cost Estimator & Control  | ME3M - Outline Agreements by Material          | 1     |
| External Auditor          | ME3M - Outline Agreements by Material          | 1     |
| Finance Reporting Officer | ME3M - Outline Agreements by Material          | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | ME3M - Outline Agreements by Material      | 1     |
| Financial Reporting Offic | ME3M - Outline Agreements by Material      | 1     |
| Financial Reporting Senio | ME3M - Outline Agreements by Material      | 1     |
| Internal Auditor          | ME3M - Outline Agreements by Material      | 1     |
| Procurement Officer       | ME3M - Outline Agreements by Material      | 1     |
| Purchasing Adm. Officer   | ME3M - Outline Agreements by Material      | 1     |
| Purchasing Manager        | ME3M - Outline Agreements by Material      | 1     |
| Purchasing Officer        | ME3M - Outline Agreements by Material      | 1     |
| SAP Support               | ME3M - Outline Agreements by Material      | 1     |
| Tender Officer            | ME3M - Outline Agreements by Material      | 1     |
| Cost Estimator & Control  | ME3N - Outline Agreements by Agreement No. | 1     |
| Procurement Officer       | ME3N - Outline Agreements by Agreement No. | 1     |
| Purchasing Adm. Officer   | ME3N - Outline Agreements by Agreement No. | 1     |
| Purchasing Manager        | ME3N - Outline Agreements by Agreement No. | 1     |
| Purchasing Officer        | ME3N - Outline Agreements by Agreement No. | 1     |
| Tender Officer            | ME3N - Outline Agreements by Agreement No. | 1     |
| Procurement Officer       | ME3P - Recalculate Contract Price          | 1     |
| Purchasing Adm. Officer   | ME3P - Recalculate Contract Price          | 1     |
| Purchasing Officer        | ME3P - Recalculate Contract Price          | 1     |
| Tender Officer            | ME3P - Recalculate Contract Price          | 1     |
| Accounting Manager        | ME3S - Service List for Contract           | 1     |
| Accounting Officer        | ME3S - Service List for Contract           | 1     |
| AP Control Manager        | ME3S - Service List for Contract           | 1     |
| AR Control Superintendent | ME3S - Service List for Contract           | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| AR NON Trade Control Serv      | ME3S - Service List for Contract | 1     |
| AR Officer                     | ME3S - Service List for Contract | 1     |
| AR Trade Control Service       | ME3S - Service List for Contract | 1     |
| Asset Officer                  | ME3S - Service List for Contract | 1     |
| Bank & Trade Finance Mana      | ME3S - Service List for Contract | 1     |
| Bank Rels. Officer & Cash      | ME3S - Service List for Contract | 1     |
| Budget & Control Supervis      | ME3S - Service List for Contract | 1     |
| Budget Officer                 | ME3S - Service List for Contract | 1     |
| Building & General Asset       | ME3S - Service List for Contract | 1     |
| Cash Management Administration | ME3S - Service List for Contract | 1     |
| Cash Management Officer        | ME3S - Service List for Contract | 1     |
| Contract Management Engin      | ME3S - Service List for Contract | 1     |
| Default position               | ME3S - Service List for Contract | 1     |
| Elect. P & C Engineer          | ME3S - Service List for Contract | 1     |
| Electrical Supervisor          | ME3S - Service List for Contract | 1     |
| Finance & Adm General Man      | ME3S - Service List for Contract | 1     |
| Finance Admin                  | ME3S - Service List for Contract | 1     |
| Finance Rep. & Analyst Ma      | ME3S - Service List for Contract | 1     |
| Finance Reporting Officer      | ME3S - Service List for Contract | 1     |
| Financial & Accounting Su      | ME3S - Service List for Contract | 1     |
| Financial Control Departm      | ME3S - Service List for Contract | 1     |
| Financial Reporting Manag      | ME3S - Service List for Contract | 1     |
| Financial Reporting Offic      | ME3S - Service List for Contract | 1     |
| Financial Reporting Super      | ME3S - Service List for Contract | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Infrastructure Dev. Plan  | ME3S - Service List for Contract | 1     |
| Managerial Reporting Supe | ME3S - Service List for Contract | 1     |
| Marine Support Officer    | ME3S - Service List for Contract | 1     |
| Mech & Elect Superintende | ME3S - Service List for Contract | 1     |
| Mech. P & C Engineer      | ME3S - Service List for Contract | 1     |
| Mechanical Supervisor     | ME3S - Service List for Contract | 1     |
| MGM_REP                   | ME3S - Service List for Contract | 1     |
| Mgt Reporting & Budget Se | ME3S - Service List for Contract | 1     |
| P&C Superintendent        | ME3S - Service List for Contract | 1     |
| Planning & Design Eng.    | ME3S - Service List for Contract | 1     |
| Plant Maintenance Officer | ME3S - Service List for Contract | 1     |
| Port Engineer             | ME3S - Service List for Contract | 1     |
| PQDC Officer              | ME3S - Service List for Contract | 1     |
| Procurement Officer       | ME3S - Service List for Contract | 1     |
| Production Administration | ME3S - Service List for Contract | 1     |
| Project Officer           | ME3S - Service List for Contract | 1     |
| Purchasing Adm. Officer   | ME3S - Service List for Contract | 1     |
| Purchasing Officer        | ME3S - Service List for Contract | 1     |
| Shared Service Unit Gener | ME3S - Service List for Contract | 1     |
| Shipment Admin Officer    | ME3S - Service List for Contract | 1     |
| Shipping Admin Officer    | ME3S - Service List for Contract | 1     |
| Supporting Infr. Dev. Sup | ME3S - Service List for Contract | 1     |
| Tender Officer            | ME3S - Service List for Contract | 1     |
| Trade Finance Admin.      | ME3S - Service List for Contract | 1     |

| HR Position                    | Code Matrix                          | Count |
|--------------------------------|--------------------------------------|-------|
| Trade Finance Officer          | ME3S - Service List for Contract     | 1     |
| Traffic & Admin Superinte      | ME3S - Service List for Contract     | 1     |
| Transhipment Supervisor        | ME3S - Service List for Contract     | 1     |
| Transport Analyst              | ME3S - Service List for Contract     | 1     |
| Treasury & Bangking Manag      | ME3S - Service List for Contract     | 1     |
| Treasury Administration        | ME3S - Service List for Contract     | 1     |
| Treasury General Manager       | ME3S - Service List for Contract     | 1     |
| Treasury Settlement Offic      | ME3S - Service List for Contract     | 1     |
| Treasury Superintendent        | ME3S - Service List for Contract     | 1     |
| Procurement Officer            | ME41 - Create Request For Quotation  | 1     |
| Purchasing Adm. Officer        | ME41 - Create Request For Quotation  | 1     |
| Purchasing Officer             | ME41 - Create Request For Quotation  | 1     |
| Tender Officer                 | ME41 - Create Request For Quotation  | 1     |
| Procurement Officer            | ME42 - Change Request For Quotation  | 1     |
| Purchasing Adm. Officer        | ME42 - Change Request For Quotation  | 1     |
| Purchasing Officer             | ME42 - Change Request For Quotation  | 1     |
| Tender Officer                 | ME42 - Change Request For Quotation  | 1     |
| Accounting Officer             | ME43 - Display Request For Quotation | 1     |
| Cash Management Administration | ME43 - Display Request For Quotation | 1     |
| Contract Management Engin      | ME43 - Display Request For Quotation | 1     |
| Cost Estimator & Control       | ME43 - Display Request For Quotation | 1     |
| Default position               | ME43 - Display Request For Quotation | 1     |
| External Auditor               | ME43 - Display Request For Quotation | 1     |
| Finance Admin                  | ME43 - Display Request For Quotation | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Finance Reporting Officer | ME43 - Display Request For Quotation | 1     |
| Financial Reporting Manag | ME43 - Display Request For Quotation | 1     |
| Financial Reporting Offic | ME43 - Display Request For Quotation | 1     |
| Financial Reporting Senio | ME43 - Display Request For Quotation | 1     |
| Infrastructure Dev. Plan  | ME43 - Display Request For Quotation | 1     |
| Internal Auditor          | ME43 - Display Request For Quotation | 1     |
| IR & Welfare Superintende | ME43 - Display Request For Quotation | 1     |
| Marine Support Officer    | ME43 - Display Request For Quotation | 1     |
| Planning & Design Eng.    | ME43 - Display Request For Quotation | 1     |
| Port Engineer             | ME43 - Display Request For Quotation | 1     |
| PQDC Officer              | ME43 - Display Request For Quotation | 1     |
| Procurement Officer       | ME43 - Display Request For Quotation | 1     |
| Production Administration | ME43 - Display Request For Quotation | 1     |
| Project Officer           | ME43 - Display Request For Quotation | 1     |
| Purchasing Adm. Officer   | ME43 - Display Request For Quotation | 1     |
| Purchasing Manager        | ME43 - Display Request For Quotation | 1     |
| Purchasing Officer        | ME43 - Display Request For Quotation | 1     |
| SAP Support               | ME43 - Display Request For Quotation | 1     |
| Shipment Admin Officer    | ME43 - Display Request For Quotation | 1     |
| Shipping Admin Officer    | ME43 - Display Request For Quotation | 1     |
| Supporting Infr. Dev. Sup | ME43 - Display Request For Quotation | 1     |
| Tender Officer            | ME43 - Display Request For Quotation | 1     |
| Transhipment Supervisor   | ME43 - Display Request For Quotation | 1     |
| Treasury Administration   | ME43 - Display Request For Quotation | 1     |

| HR Position                    | Code Matrix                    | Count |
|--------------------------------|--------------------------------|-------|
| Cost Estimator & Control       | ME44 - Maintain RFQ Supplement | 1     |
| Procurement Officer            | ME44 - Maintain RFQ Supplement | 1     |
| Purchasing Adm. Officer        | ME44 - Maintain RFQ Supplement | 1     |
| Purchasing Manager             | ME44 - Maintain RFQ Supplement | 1     |
| Purchasing Officer             | ME44 - Maintain RFQ Supplement | 1     |
| Tender Officer                 | ME44 - Maintain RFQ Supplement | 1     |
| Procurement Officer            | ME47 - Create Quotation        | 1     |
| Purchasing Adm. Officer        | ME47 - Create Quotation        | 1     |
| Purchasing Officer             | ME47 - Create Quotation        | 1     |
| Tender Officer                 | ME47 - Create Quotation        | 1     |
| Accounting Officer             | ME48 - Display Quotation       | 1     |
| Cash Management Administration | ME48 - Display Quotation       | 1     |
| Contract Management Engin      | ME48 - Display Quotation       | 1     |
| Cost Estimator & Control       | ME48 - Display Quotation       | 1     |
| Default position               | ME48 - Display Quotation       | 1     |
| External Auditor               | ME48 - Display Quotation       | 1     |
| Finance Admin                  | ME48 - Display Quotation       | 1     |
| Finance Reporting Officer      | ME48 - Display Quotation       | 1     |
| Financial Reporting Manag      | ME48 - Display Quotation       | 1     |
| Financial Reporting Offic      | ME48 - Display Quotation       | 1     |
| Financial Reporting Senio      | ME48 - Display Quotation       | 1     |
| Infrastructure Dev. Plan       | ME48 - Display Quotation       | 1     |
| Internal Auditor               | ME48 - Display Quotation       | 1     |
| IR & Welfare Superintende      | ME48 - Display Quotation       | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Marine Support Officer    | ME48 - Display Quotation     | 1     |
| Planning & Design Eng.    | ME48 - Display Quotation     | 1     |
| Port Engineer             | ME48 - Display Quotation     | 1     |
| PQDC Officer              | ME48 - Display Quotation     | 1     |
| Procurement Officer       | ME48 - Display Quotation     | 1     |
| Production Administration | ME48 - Display Quotation     | 1     |
| Project Officer           | ME48 - Display Quotation     | 1     |
| Purchasing Adm. Officer   | ME48 - Display Quotation     | 1     |
| Purchasing Manager        | ME48 - Display Quotation     | 1     |
| Purchasing Officer        | ME48 - Display Quotation     | 1     |
| SAP Support               | ME48 - Display Quotation     | 1     |
| Shipment Admin Officer    | ME48 - Display Quotation     | 1     |
| Shipping Admin Officer    | ME48 - Display Quotation     | 1     |
| Supporting Infr. Dev. Sup | ME48 - Display Quotation     | 1     |
| Tender Officer            | ME48 - Display Quotation     | 1     |
| Transhipment Supervisor   | ME48 - Display Quotation     | 1     |
| Treasury Administration   | ME48 - Display Quotation     | 1     |
| Cost Estimator & Control  | ME49 - Price Comparison List | 1     |
| External Auditor          | ME49 - Price Comparison List | 1     |
| Finance Reporting Officer | ME49 - Price Comparison List | 1     |
| Financial Reporting Manag | ME49 - Price Comparison List | 1     |
| Financial Reporting Offic | ME49 - Price Comparison List | 1     |
| Financial Reporting Senio | ME49 - Price Comparison List | 1     |
| Internal Auditor          | ME49 - Price Comparison List | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Procurement Officer       | ME49 - Price Comparison List               | 1     |
| Purchasing Adm. Officer   | ME49 - Price Comparison List               | 1     |
| Purchasing Manager        | ME49 - Price Comparison List               | 1     |
| Purchasing Officer        | ME49 - Price Comparison List               | 1     |
| SAP Support               | ME49 - Price Comparison List               | 1     |
| Tender Officer            | ME49 - Price Comparison List               | 1     |
| Cost Estimator & Control  | ME4B - RFQs by Requirement Tracking Number | 1     |
| Procurement Officer       | ME4B - RFQs by Requirement Tracking Number | 1     |
| Purchasing Adm. Officer   | ME4B - RFQs by Requirement Tracking Number | 1     |
| Purchasing Manager        | ME4B - RFQs by Requirement Tracking Number | 1     |
| Purchasing Officer        | ME4B - RFQs by Requirement Tracking Number | 1     |
| Tender Officer            | ME4B - RFQs by Requirement Tracking Number | 1     |
| Cost Estimator & Control  | ME4C - RFQs by Material Group              | 1     |
| External Auditor          | ME4C - RFQs by Material Group              | 1     |
| Finance Reporting Officer | ME4C - RFQs by Material Group              | 1     |
| Financial Reporting Manag | ME4C - RFQs by Material Group              | 1     |
| Financial Reporting Offic | ME4C - RFQs by Material Group              | 1     |
| Financial Reporting Senio | ME4C - RFQs by Material Group              | 1     |
| Internal Auditor          | ME4C - RFQs by Material Group              | 1     |
| Procurement Officer       | ME4C - RFQs by Material Group              | 1     |
| Purchasing Adm. Officer   | ME4C - RFQs by Material Group              | 1     |
| Purchasing Manager        | ME4C - RFQs by Material Group              | 1     |
| Purchasing Officer        | ME4C - RFQs by Material Group              | 1     |
| SAP Support               | ME4C - RFQs by Material Group              | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Tender Officer            | ME4C - RFQs by Material Group | 1     |
| Cost Estimator & Control  | ME4L - RFQs by Vendor         | 1     |
| External Auditor          | ME4L - RFQs by Vendor         | 1     |
| Finance Reporting Officer | ME4L - RFQs by Vendor         | 1     |
| Financial Reporting Manag | ME4L - RFQs by Vendor         | 1     |
| Financial Reporting Offic | ME4L - RFQs by Vendor         | 1     |
| Financial Reporting Senio | ME4L - RFQs by Vendor         | 1     |
| Internal Auditor          | ME4L - RFQs by Vendor         | 1     |
| Procurement Officer       | ME4L - RFQs by Vendor         | 1     |
| Purchasing Adm. Officer   | ME4L - RFQs by Vendor         | 1     |
| Purchasing Manager        | ME4L - RFQs by Vendor         | 1     |
| Purchasing Officer        | ME4L - RFQs by Vendor         | 1     |
| SAP Support               | ME4L - RFQs by Vendor         | 1     |
| Tender Officer            | ME4L - RFQs by Vendor         | 1     |
| Cost Estimator & Control  | ME4M - RFQs by Material       | 1     |
| External Auditor          | ME4M - RFQs by Material       | 1     |
| Finance Reporting Officer | ME4M - RFQs by Material       | 1     |
| Financial Reporting Manag | ME4M - RFQs by Material       | 1     |
| Financial Reporting Offic | ME4M - RFQs by Material       | 1     |
| Financial Reporting Senio | ME4M - RFQs by Material       | 1     |
| Internal Auditor          | ME4M - RFQs by Material       | 1     |
| Procurement Officer       | ME4M - RFQs by Material       | 1     |
| Purchasing Adm. Officer   | ME4M - RFQs by Material       | 1     |
| Purchasing Manager        | ME4M - RFQs by Material       | 1     |

| HR Position                     | Code Matrix                         | Count |
|---------------------------------|-------------------------------------|-------|
| Purchasing Officer              | ME4M - RFQs by Material             | 1     |
| SAP Support                     | ME4M - RFQs by Material             | 1     |
| Tender Officer                  | ME4M - RFQs by Material             | 1     |
| Cost Estimator & Control        | ME4N - RFQs by RFQ Number           | 1     |
| Procurement Officer             | ME4N - RFQs by RFQ Number           | 1     |
| Purchasing Adm. Officer         | ME4N - RFQs by RFQ Number           | 1     |
| Purchasing Manager              | ME4N - RFQs by RFQ Number           | 1     |
| Purchasing Officer              | ME4N - RFQs by RFQ Number           | 1     |
| Tender Officer                  | ME4N - RFQs by RFQ Number           | 1     |
| Cost Estimator & Control        | ME4S - RFQs by Collective Number    | 1     |
| Procurement Officer             | ME4S - RFQs by Collective Number    | 1     |
| Purchasing Adm. Officer         | ME4S - RFQs by Collective Number    | 1     |
| Purchasing Manager              | ME4S - RFQs by Collective Number    | 1     |
| Purchasing Officer              | ME4S - RFQs by Collective Number    | 1     |
| Tender Officer                  | ME4S - RFQs by Collective Number    | 1     |
| Accounting Officer              | ME51N - Create Purchase Requisition | 1     |
| Administration Staff            | ME51N - Create Purchase Requisition | 1     |
| Bank & Trade Finance Mana       | ME51N - Create Purchase Requisition | 1     |
| Bank Rels. Officer & Cash       | ME51N - Create Purchase Requisition | 1     |
| Cash Management Administration  | ME51N - Create Purchase Requisition | 1     |
| Claim & Compensation Admi       | ME51N - Create Purchase Requisition | 1     |
| ComDev Admin & Logistic         | ME51N - Create Purchase Requisition | 1     |
| Commuication & Relation Officer | ME51N - Create Purchase Requisition | 1     |
| Community Rel Admin Suppo       | ME51N - Create Purchase Requisition | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Contract & Doc. Control O | ME51N - Create Purchase Requisition | 1     |
| Corporate Affairs Officer | ME51N - Create Purchase Requisition | 1     |
| Crewing Officer           | ME51N - Create Purchase Requisition | 1     |
| Default position          | ME51N - Create Purchase Requisition | 1     |
| Electrical Supervisor     | ME51N - Create Purchase Requisition | 1     |
| ER & LM Admin Officer     | ME51N - Create Purchase Requisition | 1     |
| Executive Secretary       | ME51N - Create Purchase Requisition | 1     |
| Finance Admin             | ME51N - Create Purchase Requisition | 1     |
| Finance Analyst           | ME51N - Create Purchase Requisition | 1     |
| Finance Reporting Officer | ME51N - Create Purchase Requisition | 1     |
| Financial Control Departm | ME51N - Create Purchase Requisition | 1     |
| Financial Reporting Offic | ME51N - Create Purchase Requisition | 1     |
| Financial Reporting Senio | ME51N - Create Purchase Requisition | 1     |
| GA Officer                | ME51N - Create Purchase Requisition | 1     |
| GA Supervisor             | ME51N - Create Purchase Requisition | 1     |
| Geology & Exploration Sup | ME51N - Create Purchase Requisition | 1     |
| HSE General Admin         | ME51N - Create Purchase Requisition | 1     |
| Infrastructure Dev. Plan  | ME51N - Create Purchase Requisition | 1     |
| Internal Audit            | ME51N - Create Purchase Requisition | 1     |
| Lati Port Supervisor      | ME51N - Create Purchase Requisition | 1     |
| Legal & Compliance Admin  | ME51N - Create Purchase Requisition | 1     |
| Legal Officer             | ME51N - Create Purchase Requisition | 1     |
| Marine Support Officer    | ME51N - Create Purchase Requisition | 1     |
| Marketing & Transp. Admin | ME51N - Create Purchase Requisition | 1     |

| HR Position                   | Code Matrix                         | Count |
|-------------------------------|-------------------------------------|-------|
| Mech & Elect Superintende     | ME51N - Create Purchase Requisition | 1     |
| Mechanical Supervisor         | ME51N - Create Purchase Requisition | 1     |
| P&C Superintendent            | ME51N - Create Purchase Requisition | 1     |
| Payment & Bank Reconsile      | ME51N - Create Purchase Requisition | 1     |
| Payroll Admin                 | ME51N - Create Purchase Requisition | 1     |
| Planning & Design Eng.        | ME51N - Create Purchase Requisition | 1     |
| Plant Maintenance Officer     | ME51N - Create Purchase Requisition | 1     |
| Port Engineer                 | ME51N - Create Purchase Requisition | 1     |
| PQDC Officer                  | ME51N - Create Purchase Requisition | 1     |
| Procurement Officer           | ME51N - Create Purchase Requisition | 1     |
| Procurement Staff             | ME51N - Create Purchase Requisition | 1     |
| Production Administration     | ME51N - Create Purchase Requisition | 1     |
| Project Administration        | ME51N - Create Purchase Requisition | 1     |
| Project Officer               | ME51N - Create Purchase Requisition | 1     |
| Purchasing Officer            | ME51N - Create Purchase Requisition | 1     |
| Sambarata Port Supervisor     | ME51N - Create Purchase Requisition | 1     |
| Secretary Officer             | ME51N - Create Purchase Requisition | 1     |
| Shipment Admin Officer        | ME51N - Create Purchase Requisition | 1     |
| Shipping Admin                | ME51N - Create Purchase Requisition | 1     |
| Shipping Admin Officer        | ME51N - Create Purchase Requisition | 1     |
| Shipping Administration Staff | ME51N - Create Purchase Requisition | 1     |
| Shipping Legal                | ME51N - Create Purchase Requisition | 1     |
| Suaran Port Supervisor        | ME51N - Create Purchase Requisition | 1     |
| Supporting Infr. Dev. Sup     | ME51N - Create Purchase Requisition | 1     |

| HR Position                     | Code Matrix                         | Count |
|---------------------------------|-------------------------------------|-------|
| Trade Finance Officer           | ME51N - Create Purchase Requisition | 1     |
| Transhipment Supervisor         | ME51N - Create Purchase Requisition | 1     |
| Transport Analyst               | ME51N - Create Purchase Requisition | 1     |
| Travelling & Claim Admin        | ME51N - Create Purchase Requisition | 1     |
| Treasury & Bangking Manag       | ME51N - Create Purchase Requisition | 1     |
| Treasury Administration         | ME51N - Create Purchase Requisition | 1     |
| Accounting Officer              | ME52N - Change Purchase Requisition | 1     |
| Administration Staff            | ME52N - Change Purchase Requisition | 1     |
| Asset Officer                   | ME52N - Change Purchase Requisition | 1     |
| Bank & Trade Finance Mana       | ME52N - Change Purchase Requisition | 1     |
| Bank Rels. Officer & Cash       | ME52N - Change Purchase Requisition | 1     |
| Building & General Asset        | ME52N - Change Purchase Requisition | 1     |
| Cash Management Administration  | ME52N - Change Purchase Requisition | 1     |
| Claim & Compensation Admi       | ME52N - Change Purchase Requisition | 1     |
| ComDev Admin & Logistic         | ME52N - Change Purchase Requisition | 1     |
| Commuication & Relation Officer | ME52N - Change Purchase Requisition | 1     |
| Community Rel Admin Suppo       | ME52N - Change Purchase Requisition | 1     |
| Contract & Doc. Control O       | ME52N - Change Purchase Requisition | 1     |
| Corporate Affairs Officer       | ME52N - Change Purchase Requisition | 1     |
| Crewing Officer                 | ME52N - Change Purchase Requisition | 1     |
| Default position                | ME52N - Change Purchase Requisition | 1     |
| Elect. P & C Engineer           | ME52N - Change Purchase Requisition | 1     |
| Electrical Supervisor           | ME52N - Change Purchase Requisition | 1     |
| ER & LM Admin Officer           | ME52N - Change Purchase Requisition | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Executive Secretary       | ME52N - Change Purchase Requisition | 1     |
| Finance Admin             | ME52N - Change Purchase Requisition | 1     |
| Finance Analyst           | ME52N - Change Purchase Requisition | 1     |
| Finance Reporting Officer | ME52N - Change Purchase Requisition | 1     |
| Financial Control Departm | ME52N - Change Purchase Requisition | 1     |
| Financial Reporting Offic | ME52N - Change Purchase Requisition | 1     |
| Financial Reporting Senio | ME52N - Change Purchase Requisition | 1     |
| GA Officer                | ME52N - Change Purchase Requisition | 1     |
| GA Supervisor             | ME52N - Change Purchase Requisition | 1     |
| Geology & Exploration Sup | ME52N - Change Purchase Requisition | 1     |
| HSE General Admin         | ME52N - Change Purchase Requisition | 1     |
| Infrastructure Dev. Plan  | ME52N - Change Purchase Requisition | 1     |
| Internal Audit            | ME52N - Change Purchase Requisition | 1     |
| Lati Port Supervisor      | ME52N - Change Purchase Requisition | 1     |
| Legal & Compliance Admin  | ME52N - Change Purchase Requisition | 1     |
| Legal Officer             | ME52N - Change Purchase Requisition | 1     |
| Marine Support Officer    | ME52N - Change Purchase Requisition | 1     |
| Marketing & Transp. Admin | ME52N - Change Purchase Requisition | 1     |
| Mech & Elect Superintende | ME52N - Change Purchase Requisition | 1     |
| Mech. P & C Engineer      | ME52N - Change Purchase Requisition | 1     |
| Mechanical Supervisor     | ME52N - Change Purchase Requisition | 1     |
| P&C Superintendent        | ME52N - Change Purchase Requisition | 1     |
| Payment & Bank Reconsile  | ME52N - Change Purchase Requisition | 1     |
| Payroll Admin             | ME52N - Change Purchase Requisition | 1     |

| HR Position                   | Code Matrix                         | Count |
|-------------------------------|-------------------------------------|-------|
| Planning & Design Eng.        | ME52N - Change Purchase Requisition | 1     |
| Plant Maintenance Officer     | ME52N - Change Purchase Requisition | 1     |
| Port Engineer                 | ME52N - Change Purchase Requisition | 1     |
| PQDC Officer                  | ME52N - Change Purchase Requisition | 1     |
| Procurement Officer           | ME52N - Change Purchase Requisition | 1     |
| Procurement Staff             | ME52N - Change Purchase Requisition | 1     |
| Production Administration     | ME52N - Change Purchase Requisition | 1     |
| Project Administration        | ME52N - Change Purchase Requisition | 1     |
| Project Officer               | ME52N - Change Purchase Requisition | 1     |
| Purchasing Officer            | ME52N - Change Purchase Requisition | 1     |
| Sambarata Port Supervisor     | ME52N - Change Purchase Requisition | 1     |
| SAP Support                   | ME52N - Change Purchase Requisition | 1     |
| Secretary Officer             | ME52N - Change Purchase Requisition | 1     |
| Shipment Admin Officer        | ME52N - Change Purchase Requisition | 1     |
| Shipping Admin                | ME52N - Change Purchase Requisition | 1     |
| Shipping Admin Officer        | ME52N - Change Purchase Requisition | 1     |
| Shipping Administration Staff | ME52N - Change Purchase Requisition | 1     |
| Shipping Legal                | ME52N - Change Purchase Requisition | 1     |
| Suaran Port Supervisor        | ME52N - Change Purchase Requisition | 1     |
| Supporting Infr. Dev. Sup     | ME52N - Change Purchase Requisition | 1     |
| Trade Finance Officer         | ME52N - Change Purchase Requisition | 1     |
| Transhipment Supervisor       | ME52N - Change Purchase Requisition | 1     |
| Transport Analyst             | ME52N - Change Purchase Requisition | 1     |
| Travelling & Claim Admin      | ME52N - Change Purchase Requisition | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Treasury & Bangking Manag | ME52N - Change Purchase Requisition  | 1     |
| Treasury Administration   | ME52N - Change Purchase Requisition  | 1     |
| External Auditor          | ME53 - Display Purchase Requisition  | 1     |
| Finance Reporting Officer | ME53 - Display Purchase Requisition  | 1     |
| Financial Reporting Manag | ME53 - Display Purchase Requisition  | 1     |
| Financial Reporting Offic | ME53 - Display Purchase Requisition  | 1     |
| Financial Reporting Senio | ME53 - Display Purchase Requisition  | 1     |
| Internal Auditor          | ME53 - Display Purchase Requisition  | 1     |
| SAP Support               | ME53 - Display Purchase Requisition  | 1     |
| Accounting Manager        | ME53N - Display Purchase Requisition | 1     |
| Accounting Officer        | ME53N - Display Purchase Requisition | 1     |
| Administration Staff      | ME53N - Display Purchase Requisition | 1     |
| AP Control Manager        | ME53N - Display Purchase Requisition | 1     |
| AR Control Manager        | ME53N - Display Purchase Requisition | 1     |
| Area 1 Marketing & S. man | ME53N - Display Purchase Requisition | 1     |
| Area 2 Marketing & S. man | ME53N - Display Purchase Requisition | 1     |
| Area 3 Marketing & S. man | ME53N - Display Purchase Requisition | 1     |
| Asset Officer             | ME53N - Display Purchase Requisition | 1     |
| Bank & Trade Finance Mana | ME53N - Display Purchase Requisition | 1     |
| Bank Rels. Officer & Cash | ME53N - Display Purchase Requisition | 1     |
| Binungan Mine Operation A | ME53N - Display Purchase Requisition | 1     |
| Budget & Control Supervis | ME53N - Display Purchase Requisition | 1     |
| Budget Officer            | ME53N - Display Purchase Requisition | 1     |
| Building & General Asset  | ME53N - Display Purchase Requisition | 1     |

| HR Position                     | Code Matrix                          | Count |
|---------------------------------|--------------------------------------|-------|
| Business Analyst Manager        | ME53N - Display Purchase Requisition | 1     |
| Cash Management Administration  | ME53N - Display Purchase Requisition | 1     |
| Claim & Compensation Admi       | ME53N - Display Purchase Requisition | 1     |
| Coal Handling Inf. Dev. &       | ME53N - Display Purchase Requisition | 1     |
| ComDev Admin & Logistic         | ME53N - Display Purchase Requisition | 1     |
| Commuication & Relation Officer | ME53N - Display Purchase Requisition | 1     |
| Community Rel Admin Suppo       | ME53N - Display Purchase Requisition | 1     |
| Contract & Doc. Control O       | ME53N - Display Purchase Requisition | 1     |
| Contract Management Engin       | ME53N - Display Purchase Requisition | 1     |
| Corporate Affair Manager        | ME53N - Display Purchase Requisition | 1     |
| Corporate Affairs Officer       | ME53N - Display Purchase Requisition | 1     |
| Corporate Communication G       | ME53N - Display Purchase Requisition | 1     |
| Corporate Legal Manager         | ME53N - Display Purchase Requisition | 1     |
| Corporate Legal Senior Ma       | ME53N - Display Purchase Requisition | 1     |
| Corporate Support Senior        | ME53N - Display Purchase Requisition | 1     |
| Cost Estimator & Control        | ME53N - Display Purchase Requisition | 1     |
| Crewing Officer                 | ME53N - Display Purchase Requisition | 1     |
| Default position                | ME53N - Display Purchase Requisition | 1     |
| Elect. P & C Engineer           | ME53N - Display Purchase Requisition | 1     |
| Electrical Supervisor           | ME53N - Display Purchase Requisition | 1     |
| EMS Area 1 Manager              | ME53N - Display Purchase Requisition | 1     |
| Energy Management Serv. G       | ME53N - Display Purchase Requisition | 1     |
| Engineering Manager             | ME53N - Display Purchase Requisition | 1     |
| Environment Manager             | ME53N - Display Purchase Requisition | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| ER & LM Admin Officer     | ME53N - Display Purchase Requisition | 1     |
| ER & OHSE Training Manage | ME53N - Display Purchase Requisition | 1     |
| Executive Secretary       | ME53N - Display Purchase Requisition | 1     |
| External Auditor          | ME53N - Display Purchase Requisition | 1     |
| External Relation & Land  | ME53N - Display Purchase Requisition | 1     |
| Finance & Adm General Man | ME53N - Display Purchase Requisition | 1     |
| Finance Admin             | ME53N - Display Purchase Requisition | 1     |
| Finance Analyst           | ME53N - Display Purchase Requisition | 1     |
| Finance Deputy Director   | ME53N - Display Purchase Requisition | 1     |
| Finance Rep. & Analyst Ma | ME53N - Display Purchase Requisition | 1     |
| Finance Reporting Officer | ME53N - Display Purchase Requisition | 1     |
| Financial & Accounting Su | ME53N - Display Purchase Requisition | 1     |
| Financial Control Departm | ME53N - Display Purchase Requisition | 1     |
| Financial Reporting Manag | ME53N - Display Purchase Requisition | 1     |
| Financial Reporting Offic | ME53N - Display Purchase Requisition | 1     |
| Financial Reporting Senio | ME53N - Display Purchase Requisition | 1     |
| Financial Reporting Super | ME53N - Display Purchase Requisition | 1     |
| GA Officer                | ME53N - Display Purchase Requisition | 1     |
| GA Supervisor             | ME53N - Display Purchase Requisition | 1     |
| Gen. Service & Logistic G | ME53N - Display Purchase Requisition | 1     |
| General Affair Manager    | ME53N - Display Purchase Requisition | 1     |
| Geology & Exploration Man | ME53N - Display Purchase Requisition | 1     |
| Geology & Exploration Sup | ME53N - Display Purchase Requisition | 1     |
| Geotechnic & Hydrology Ma | ME53N - Display Purchase Requisition | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| H.S.E General Manager     | ME53N - Display Purchase Requisition | 1     |
| HR & GA Manager - JKT     | ME53N - Display Purchase Requisition | 1     |
| HR Development Manager    | ME53N - Display Purchase Requisition | 1     |
| HRGA General Manager      | ME53N - Display Purchase Requisition | 1     |
| HSE General Admin         | ME53N - Display Purchase Requisition | 1     |
| Infrastructure Dev. Plan  | ME53N - Display Purchase Requisition | 1     |
| Internal Audit            | ME53N - Display Purchase Requisition | 1     |
| Internal Audit Manager    | ME53N - Display Purchase Requisition | 1     |
| Internal Auditor          | ME53N - Display Purchase Requisition | 1     |
| IR & Welfare Superintende | ME53N - Display Purchase Requisition | 1     |
| IT & MIS General Manager  | ME53N - Display Purchase Requisition | 1     |
| IT Manager                | ME53N - Display Purchase Requisition | 1     |
| Land Acquisition & Manage | ME53N - Display Purchase Requisition | 1     |
| Lati Mine Opertaion Manag | ME53N - Display Purchase Requisition | 1     |
| Lati Port Supervisor      | ME53N - Display Purchase Requisition | 1     |
| Legal & Compliance Admin  | ME53N - Display Purchase Requisition | 1     |
| Legal Officer             | ME53N - Display Purchase Requisition | 1     |
| Logistic GL               | ME53N - Display Purchase Requisition | 1     |
| Logistic GL Parts         | ME53N - Display Purchase Requisition | 1     |
| Logistic Manager          | ME53N - Display Purchase Requisition | 1     |
| Logistic Officer          | ME53N - Display Purchase Requisition | 1     |
| Logistic Section Head     | ME53N - Display Purchase Requisition | 1     |
| Logistic Supervisor       | ME53N - Display Purchase Requisition | 1     |
| Managerial Reporting Supe | ME53N - Display Purchase Requisition | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Marine Support Officer    | ME53N - Display Purchase Requisition | 1     |
| Marketing & Transp. Admin | ME53N - Display Purchase Requisition | 1     |
| Marketing & transp. Direc | ME53N - Display Purchase Requisition | 1     |
| Marketing & transp.Deputy | ME53N - Display Purchase Requisition | 1     |
| Marketing Support Officer | ME53N - Display Purchase Requisition | 1     |
| Mech & Elect Superintende | ME53N - Display Purchase Requisition | 1     |
| Mech. P & C Engineer      | ME53N - Display Purchase Requisition | 1     |
| Mechanical Supervisor     | ME53N - Display Purchase Requisition | 1     |
| MGM_REP                   | ME53N - Display Purchase Requisition | 1     |
| Mgt Reporting & Budget Se | ME53N - Display Purchase Requisition | 1     |
| Mine Closure Manager      | ME53N - Display Purchase Requisition | 1     |
| Mine Contract Management  | ME53N - Display Purchase Requisition | 1     |
| Mine Dev & Geology Genera | ME53N - Display Purchase Requisition | 1     |
| Mine Plan & Control Manag | ME53N - Display Purchase Requisition | 1     |
| Mining General Manager    | ME53N - Display Purchase Requisition | 1     |
| MIS Manager               | ME53N - Display Purchase Requisition | 1     |
| O.H.S. Manager            | ME53N - Display Purchase Requisition | 1     |
| Operation Deputy Director | ME53N - Display Purchase Requisition | 1     |
| Operation Director        | ME53N - Display Purchase Requisition | 1     |
| P&C Superintendent        | ME53N - Display Purchase Requisition | 1     |
| P. Quality & D. Control M | ME53N - Display Purchase Requisition | 1     |
| Payment & Bank Reconsile  | ME53N - Display Purchase Requisition | 1     |
| Payroll Admin             | ME53N - Display Purchase Requisition | 1     |
| Planning & Design Eng.    | ME53N - Display Purchase Requisition | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Plant Maintenance Officer | ME53N - Display Purchase Requisition | 1     |
| Port & Barging Opt. Manag | ME53N - Display Purchase Requisition | 1     |
| Port Engineer             | ME53N - Display Purchase Requisition | 1     |
| PQDC Officer              | ME53N - Display Purchase Requisition | 1     |
| President Director        | ME53N - Display Purchase Requisition | 1     |
| Procurement Officer       | ME53N - Display Purchase Requisition | 1     |
| Procurement Staff         | ME53N - Display Purchase Requisition | 1     |
| Production Administration | ME53N - Display Purchase Requisition | 1     |
| Project Administration    | ME53N - Display Purchase Requisition | 1     |
| Project Officer           | ME53N - Display Purchase Requisition | 1     |
| Purchasing Adm. Officer   | ME53N - Display Purchase Requisition | 1     |
| Purchasing Manager        | ME53N - Display Purchase Requisition | 1     |
| Purchasing Officer        | ME53N - Display Purchase Requisition | 1     |
| QHSE System Compliance Ma | ME53N - Display Purchase Requisition | 1     |
| Risk Mgt. Compl. & Policy | ME53N - Display Purchase Requisition | 1     |
| Sambarata Mine Operation  | ME53N - Display Purchase Requisition | 1     |
| Sambarata Port Supervisor | ME53N - Display Purchase Requisition | 1     |
| SAP Support               | ME53N - Display Purchase Requisition | 1     |
| Secretary Officer         | ME53N - Display Purchase Requisition | 1     |
| Security Manager          | ME53N - Display Purchase Requisition | 1     |
| Shared Service Unit Gener | ME53N - Display Purchase Requisition | 1     |
| Shipment Admin Officer    | ME53N - Display Purchase Requisition | 1     |
| Shipping Admin            | ME53N - Display Purchase Requisition | 1     |
| Shipping Admin Officer    | ME53N - Display Purchase Requisition | 1     |

| HR Position                   | Code Matrix                                 | Count |
|-------------------------------|---|-------|
| Shipping Administration Staff | ME53N - Display Purchase Requisition        | 1     |
| Shipping Legal                | ME53N - Display Purchase Requisition        | 1     |
| Shipping Manager              | ME53N - Display Purchase Requisition        | 1     |
| Suaran Port Supervisor        | ME53N - Display Purchase Requisition        | 1     |
| Supporting Infr. Dev. Sup     | ME53N - Display Purchase Requisition        | 1     |
| Tax Manager                   | ME53N - Display Purchase Requisition        | 1     |
| Technical Service Manager     | ME53N - Display Purchase Requisition        | 1     |
| Tender Officer                | ME53N - Display Purchase Requisition        | 1     |
| Trade Finance Officer         | ME53N - Display Purchase Requisition        | 1     |
| Transhipment Supervisor       | ME53N - Display Purchase Requisition        | 1     |
| Transp. & Sales Adm. Gene     | ME53N - Display Purchase Requisition        | 1     |
| Transport & Shipment Mana     | ME53N - Display Purchase Requisition        | 1     |
| Transport Analyst             | ME53N - Display Purchase Requisition        | 1     |
| Travelling & Claim Admin      | ME53N - Display Purchase Requisition        | 1     |
| Treasury & Bangking Manag     | ME53N - Display Purchase Requisition        | 1     |
| Treasury Administration       | ME53N - Display Purchase Requisition        | 1     |
| Treasury General Manager      | ME53N - Display Purchase Requisition        | 1     |
| Warehouse Crew                | ME53N - Display Purchase Requisition        | 1     |
| SAP Support                   | ME54 - Release Purchase Requisition         | 1     |
| IR & Welfare Superintende     | ME54N - Release Purchase Requisition        | 1     |
| SAP Support                   | ME54N - Release Purchase Requisition        | 1     |
| IR & Welfare Superintende     | ME55 - Collective Release of Purchase Reqs. | 1     |
| Accounting Manager            | ME56 - Assign Source to Purch. Requisition  | 1     |
| Accounting Officer            | ME56 - Assign Source to Purch. Requisition  | 1     |

| HR Position                    | Code Matrix                                   | Count |
|--------------------------------|---|-------|
| AP Control Manager             | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| AR Control Superintendent      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| AR NON Trade Control Serv      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| AR Officer                     | ME56 - Assign Source to Purch. Requisition    | 1     |
| AR Trade Control Service       | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Area 1 Marketing & S. man      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Area 2 Marketing & S. man      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Area 3 Marketing & S. man      | ME56 - Assign Source to Purch. Requisition    | 1     |
| Bank & Trade Finance Mana      | ME56 - Assign Source to Purch. Requisition    | 1     |
| Bank Rels. Officer & Cash      | ME56 - Assign Source to Purch. Requisition    | 1     |
| Budget & Control Supervis      | ME56 - Assign Source to Purch. Requisition    | 1     |
| Budget Officer                 | ME56 - Assign Source to Purch. Requisition    | 1     |
| Cash Management Administration | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Cash Management Officer        | ME56 - Assign Source to Purch. Requisition    | 1     |
| Contract Management Engin      | ME56 - Assign Source to Purch. Requisition    | 1     |
| Default position               | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Finance & Adm General Man      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Finance Admin                  | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Finance Rep. & Analyst Ma      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Finance Reporting Officer      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Financial & Accounting Su      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Financial Control Departm      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Financial Reporting Manag      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Financial Reporting Offic      | ME56 - Assign Source to Purch.<br>Requisition | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Super | ME56 - Assign Source to Purch. Requisition | 1     |
| Infrastructure Dev. Plan  | ME56 - Assign Source to Purch. Requisition | 1     |
| Managerial Reporting Supe | ME56 - Assign Source to Purch. Requisition | 1     |
| Marine Support Officer    | ME56 - Assign Source to Purch. Requisition | 1     |
| Marketing Support Officer | ME56 - Assign Source to Purch. Requisition | 1     |
| MGM_REP                   | ME56 - Assign Source to Purch. Requisition | 1     |
| Mgt Reporting & Budget Se | ME56 - Assign Source to Purch. Requisition | 1     |
| Planning & Design Eng.    | ME56 - Assign Source to Purch. Requisition | 1     |
| Port Engineer             | ME56 - Assign Source to Purch. Requisition | 1     |
| PQDC Officer              | ME56 - Assign Source to Purch. Requisition | 1     |
| Procurement Officer       | ME56 - Assign Source to Purch. Requisition | 1     |
| Production Administration | ME56 - Assign Source to Purch. Requisition | 1     |
| Project Officer           | ME56 - Assign Source to Purch. Requisition | 1     |
| Purchasing Adm. Officer   | ME56 - Assign Source to Purch. Requisition | 1     |
| Purchasing Officer        | ME56 - Assign Source to Purch. Requisition | 1     |
| Shipment Admin Officer    | ME56 - Assign Source to Purch. Requisition | 1     |
| Shipping Admin Officer    | ME56 - Assign Source to Purch. Requisition | 1     |
| Supporting Infr. Dev. Sup | ME56 - Assign Source to Purch. Requisition | 1     |
| Tender Officer            | ME56 - Assign Source to Purch. Requisition | 1     |
| Trade Finance Admin.      | ME56 - Assign Source to Purch. Requisition | 1     |
| Trade Finance Officer     | ME56 - Assign Source to Purch. Requisition | 1     |
| Traffic & Admin Superinte | ME56 - Assign Source to Purch. Requisition | 1     |
| Transhipment Supervisor   | ME56 - Assign Source to Purch. Requisition | 1     |
| Transport Analyst         | ME56 - Assign Source to Purch. Requisition | 1     |

| HR Position                    | Code Matrix                                   | Count |
|--------------------------------|---|-------|
| Treasury & Bangking Manag      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Treasury Administration        | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Treasury General Manager       | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Treasury Settlement Offic      | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Treasury Superintendent        | ME56 - Assign Source to Purch.<br>Requisition | 1     |
| Accounting Manager             | ME57 - Assign and Process<br>Requisitions     | 1     |
| Accounting Officer             | ME57 - Assign and Process<br>Requisitions     | 1     |
| AP Control Manager             | ME57 - Assign and Process<br>Requisitions     | 1     |
| AR Control Superintendent      | ME57 - Assign and Process<br>Requisitions     | 1     |
| AR NON Trade Control Serv      | ME57 - Assign and Process<br>Requisitions     | 1     |
| AR Officer                     | ME57 - Assign and Process<br>Requisitions     | 1     |
| AR Trade Control Service       | ME57 - Assign and Process<br>Requisitions     | 1     |
| Area 1 Marketing & S. man      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Area 2 Marketing & S. man      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Area 3 Marketing & S. man      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Bank & Trade Finance Mana      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Bank Rels. Officer & Cash      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Budget & Control Supervis      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Budget Officer                 | ME57 - Assign and Process<br>Requisitions     | 1     |
| Cash Management Administration | ME57 - Assign and Process<br>Requisitions     | 1     |
| Cash Management Officer        | ME57 - Assign and Process<br>Requisitions     | 1     |
| Contract Management Engin      | ME57 - Assign and Process<br>Requisitions     | 1     |
| Default position               | ME57 - Assign and Process<br>Requisitions     | 1     |
| Finance & Adm General Man      | ME57 - Assign and Process<br>Requisitions     | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Admin             | ME57 - Assign and Process<br>Requisitions | 1     |
| Finance Rep. & Analyst Ma | ME57 - Assign and Process<br>Requisitions | 1     |
| Finance Reporting Officer | ME57 - Assign and Process Requisitions    | 1     |
| Financial & Accounting Su | ME57 - Assign and Process Requisitions    | 1     |
| Financial Control Departm | ME57 - Assign and Process Requisitions    | 1     |
| Financial Reporting Manag | ME57 - Assign and Process Requisitions    | 1     |
| Financial Reporting Offic | ME57 - Assign and Process Requisitions    | 1     |
| Financial Reporting Super | ME57 - Assign and Process Requisitions    | 1     |
| Infrastructure Dev. Plan  | ME57 - Assign and Process Requisitions    | 1     |
| Managerial Reporting Supe | ME57 - Assign and Process Requisitions    | 1     |
| Marine Support Officer    | ME57 - Assign and Process Requisitions    | 1     |
| Marketing Support Officer | ME57 - Assign and Process Requisitions    | 1     |
| MGM_REP                   | ME57 - Assign and Process Requisitions    | 1     |
| Mgt Reporting & Budget Se | ME57 - Assign and Process Requisitions    | 1     |
| Planning & Design Eng.    | ME57 - Assign and Process Requisitions    | 1     |
| Port Engineer             | ME57 - Assign and Process Requisitions    | 1     |
| PQDC Officer              | ME57 - Assign and Process<br>Requisitions | 1     |
| Procurement Officer       | ME57 - Assign and Process Requisitions    | 1     |
| Production Administration | ME57 - Assign and Process<br>Requisitions | 1     |
| Project Officer           | ME57 - Assign and Process<br>Requisitions | 1     |
| Purchasing Adm. Officer   | ME57 - Assign and Process Requisitions    | 1     |
| Purchasing Officer        | ME57 - Assign and Process Requisitions    | 1     |
| Shipment Admin Officer    | ME57 - Assign and Process Requisitions    | 1     |
| Shipping Admin Officer    | ME57 - Assign and Process<br>Requisitions | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Supporting Infr. Dev. Sup | ME57 - Assign and Process<br>Requisitions | 1     |
| Tender Officer            | ME57 - Assign and Process<br>Requisitions | 1     |
| Trade Finance Admin.      | ME57 - Assign and Process<br>Requisitions | 1     |
| Trade Finance Officer     | ME57 - Assign and Process<br>Requisitions | 1     |
| Traffic & Admin Superinte | ME57 - Assign and Process<br>Requisitions | 1     |
| Transhipment Supervisor   | ME57 - Assign and Process<br>Requisitions | 1     |
| Transport Analyst         | ME57 - Assign and Process<br>Requisitions | 1     |
| Treasury & Bangking Manag | ME57 - Assign and Process<br>Requisitions | 1     |
| Treasury Administration   | ME57 - Assign and Process<br>Requisitions | 1     |
| Treasury General Manager  | ME57 - Assign and Process<br>Requisitions | 1     |
| Treasury Settlement Offic | ME57 - Assign and Process<br>Requisitions | 1     |
| Treasury Superintendent   | ME57 - Assign and Process<br>Requisitions | 1     |
| Accounting Manager        | ME58 - Ordering: Assigned Requisitions    | 1     |
| Accounting Officer        | ME58 - Ordering: Assigned Requisitions    | 1     |
| AP Control Manager        | ME58 - Ordering: Assigned Requisitions    | 1     |
| AR Control Superintendent | ME58 - Ordering: Assigned Requisitions    | 1     |
| AR NON Trade Control Serv | ME58 - Ordering: Assigned Requisitions    | 1     |
| AR Officer                | ME58 - Ordering: Assigned Requisitions    | 1     |
| AR Trade Control Service  | ME58 - Ordering: Assigned Requisitions    | 1     |
| Area 1 Marketing & S. man | ME58 - Ordering: Assigned Requisitions    | 1     |
| Area 2 Marketing & S. man | ME58 - Ordering: Assigned Requisitions    | 1     |
| Area 3 Marketing & S. man | ME58 - Ordering: Assigned Requisitions    | 1     |
| Bank & Trade Finance Mana | ME58 - Ordering: Assigned Requisitions    | 1     |
| Bank Rels. Officer & Cash | ME58 - Ordering: Assigned Requisitions    | 1     |

| HR Position                    | Code Matrix                            | Count |
|--------------------------------|--|-------|
| Budget & Control Supervis      | ME58 - Ordering: Assigned Requisitions | 1     |
| Budget Officer                 | ME58 - Ordering: Assigned Requisitions | 1     |
| Cash Management Administration | ME58 - Ordering: Assigned Requisitions | 1     |
| Cash Management Officer        | ME58 - Ordering: Assigned Requisitions | 1     |
| Contract Management Engin      | ME58 - Ordering: Assigned Requisitions | 1     |
| Default position               | ME58 - Ordering: Assigned Requisitions | 1     |
| Finance & Adm General Man      | ME58 - Ordering: Assigned Requisitions | 1     |
| Finance Admin                  | ME58 - Ordering: Assigned Requisitions | 1     |
| Finance Rep. & Analyst Ma      | ME58 - Ordering: Assigned Requisitions | 1     |
| Finance Reporting Officer      | ME58 - Ordering: Assigned Requisitions | 1     |
| Financial & Accounting Su      | ME58 - Ordering: Assigned Requisitions | 1     |
| Financial Control Departm      | ME58 - Ordering: Assigned Requisitions | 1     |
| Financial Reporting Manag      | ME58 - Ordering: Assigned Requisitions | 1     |
| Financial Reporting Offic      | ME58 - Ordering: Assigned Requisitions | 1     |
| Financial Reporting Super      | ME58 - Ordering: Assigned Requisitions | 1     |
| Infrastructure Dev. Plan       | ME58 - Ordering: Assigned Requisitions | 1     |
| Managerial Reporting Supe      | ME58 - Ordering: Assigned Requisitions | 1     |
| Marine Support Officer         | ME58 - Ordering: Assigned Requisitions | 1     |
| Marketing Support Officer      | ME58 - Ordering: Assigned Requisitions | 1     |
| MGM_REP                        | ME58 - Ordering: Assigned Requisitions | 1     |
| Mgt Reporting & Budget Se      | ME58 - Ordering: Assigned Requisitions | 1     |
| Planning & Design Eng.         | ME58 - Ordering: Assigned Requisitions | 1     |
| Port Engineer                  | ME58 - Ordering: Assigned Requisitions | 1     |
| PQDC Officer                   | ME58 - Ordering: Assigned Requisitions | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Procurement Officer       | ME58 - Ordering: Assigned Requisitions     | 1     |
| Production Administration | ME58 - Ordering: Assigned Requisitions     | 1     |
| Project Officer           | ME58 - Ordering: Assigned Requisitions     | 1     |
| Purchasing Adm. Officer   | ME58 - Ordering: Assigned Requisitions     | 1     |
| Purchasing Officer        | ME58 - Ordering: Assigned Requisitions     | 1     |
| Shipment Admin Officer    | ME58 - Ordering: Assigned Requisitions     | 1     |
| Shipping Admin Officer    | ME58 - Ordering: Assigned Requisitions     | 1     |
| Supporting Infr. Dev. Sup | ME58 - Ordering: Assigned Requisitions     | 1     |
| Tender Officer            | ME58 - Ordering: Assigned Requisitions     | 1     |
| Trade Finance Admin.      | ME58 - Ordering: Assigned Requisitions     | 1     |
| Trade Finance Officer     | ME58 - Ordering: Assigned Requisitions     | 1     |
| Traffic & Admin Superinte | ME58 - Ordering: Assigned Requisitions     | 1     |
| Transhipment Supervisor   | ME58 - Ordering: Assigned Requisitions     | 1     |
| Transport Analyst         | ME58 - Ordering: Assigned Requisitions     | 1     |
| Treasury & Bangking Manag | ME58 - Ordering: Assigned Requisitions     | 1     |
| Treasury Administration   | ME58 - Ordering: Assigned Requisitions     | 1     |
| Treasury General Manager  | ME58 - Ordering: Assigned Requisitions     | 1     |
| Treasury Settlement Offic | ME58 - Ordering: Assigned Requisitions     | 1     |
| Treasury Superintendent   | ME58 - Ordering: Assigned Requisitions     | 1     |
| Procurement Officer       | ME59 - Automatic Generation of POs         | 1     |
| Purchasing Adm. Officer   | ME59 - Automatic Generation of POs         | 1     |
| Purchasing Officer        | ME59 - Automatic Generation of POs         | 1     |
| Tender Officer            | ME59 - Automatic Generation of POs         | 1     |
| Accounting Manager        | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Accounting Officer              | ME5A - Purchase Requisitions: List Display | 1     |
| Administration Staff            | ME5A - Purchase Requisitions: List Display | 1     |
| AP Control Manager              | ME5A - Purchase Requisitions: List Display | 1     |
| AR Control Manager              | ME5A - Purchase Requisitions: List Display | 1     |
| Area 1 Marketing & S. man       | ME5A - Purchase Requisitions: List Display | 1     |
| Area 2 Marketing & S. man       | ME5A - Purchase Requisitions: List Display | 1     |
| Area 3 Marketing & S. man       | ME5A - Purchase Requisitions: List Display | 1     |
| Asset Officer                   | ME5A - Purchase Requisitions: List Display | 1     |
| Bank & Trade Finance Mana       | ME5A - Purchase Requisitions: List Display | 1     |
| Bank Rels. Officer & Cash       | ME5A - Purchase Requisitions: List Display | 1     |
| Binungan Mine Operation A       | ME5A - Purchase Requisitions: List Display | 1     |
| Budget & Control Supervis       | ME5A - Purchase Requisitions: List Display | 1     |
| Budget Officer                  | ME5A - Purchase Requisitions: List Display | 1     |
| Building & General Asset        | ME5A - Purchase Requisitions: List Display | 1     |
| Business Analyst Manager        | ME5A - Purchase Requisitions: List Display | 1     |
| Cash Management Administration  | ME5A - Purchase Requisitions: List Display | 1     |
| Claim & Compensation Admi       | ME5A - Purchase Requisitions: List Display | 1     |
| Coal Handling Inf. Dev. &       | ME5A - Purchase Requisitions: List Display | 1     |
| ComDev Admin & Logistic         | ME5A - Purchase Requisitions: List Display | 1     |
| Commuication & Relation Officer | ME5A - Purchase Requisitions: List Display | 1     |
| Community Rel Admin Suppo       | ME5A - Purchase Requisitions: List Display | 1     |
| Contract & Doc. Control O       | ME5A - Purchase Requisitions: List Display | 1     |
| Contract Management Engin       | ME5A - Purchase Requisitions: List Display | 1     |
| Corporate Affair Manager        | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Corporate Affairs Officer | ME5A - Purchase Requisitions: List Display | 1     |
| Corporate Communication G | ME5A - Purchase Requisitions: List Display | 1     |
| Corporate Legal Manager   | ME5A - Purchase Requisitions: List Display | 1     |
| Corporate Legal Senior Ma | ME5A - Purchase Requisitions: List Display | 1     |
| Corporate Support Senior  | ME5A - Purchase Requisitions: List Display | 1     |
| Cost Estimator & Control  | ME5A - Purchase Requisitions: List Display | 1     |
| Crewing Officer           | ME5A - Purchase Requisitions: List Display | 1     |
| Default position          | ME5A - Purchase Requisitions: List Display | 1     |
| Elect. P & C Engineer     | ME5A - Purchase Requisitions: List Display | 1     |
| Electrical Supervisor     | ME5A - Purchase Requisitions: List Display | 1     |
| EMS Area 1 Manager        | ME5A - Purchase Requisitions: List Display | 1     |
| Energy Management Serv. G | ME5A - Purchase Requisitions: List Display | 1     |
| Engineering Manager       | ME5A - Purchase Requisitions: List Display | 1     |
| Environment Manager       | ME5A - Purchase Requisitions: List Display | 1     |
| ER & LM Admin Officer     | ME5A - Purchase Requisitions: List Display | 1     |
| ER & OHSE Training Manage | ME5A - Purchase Requisitions: List Display | 1     |
| Executive Secretary       | ME5A - Purchase Requisitions: List Display | 1     |
| External Auditor          | ME5A - Purchase Requisitions: List Display | 1     |
| External Relation & Land  | ME5A - Purchase Requisitions: List Display | 1     |
| Finance & Adm General Man | ME5A - Purchase Requisitions: List Display | 1     |
| Finance Admin             | ME5A - Purchase Requisitions: List Display | 1     |
| Finance Analyst           | ME5A - Purchase Requisitions: List Display | 1     |
| Finance Deputy Director   | ME5A - Purchase Requisitions: List Display | 1     |
| Finance Rep. & Analyst Ma | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | ME5A - Purchase Requisitions: List Display | 1     |
| Financial & Accounting Su | ME5A - Purchase Requisitions: List Display | 1     |
| Financial Control Departm | ME5A - Purchase Requisitions: List Display | 1     |
| Financial Reporting Manag | ME5A - Purchase Requisitions: List Display | 1     |
| Financial Reporting Offic | ME5A - Purchase Requisitions: List Display | 1     |
| Financial Reporting Senio | ME5A - Purchase Requisitions: List Display | 1     |
| Financial Reporting Super | ME5A - Purchase Requisitions: List Display | 1     |
| GA Officer                | ME5A - Purchase Requisitions: List Display | 1     |
| GA Supervisor             | ME5A - Purchase Requisitions: List Display | 1     |
| Gen. Service & Logistic G | ME5A - Purchase Requisitions: List Display | 1     |
| General Affair Manager    | ME5A - Purchase Requisitions: List Display | 1     |
| Geology & Exploration Man | ME5A - Purchase Requisitions: List Display | 1     |
| Geology & Exploration Sup | ME5A - Purchase Requisitions: List Display | 1     |
| Geotechnic & Hydrology Ma | ME5A - Purchase Requisitions: List Display | 1     |
| H.S.E General Manager     | ME5A - Purchase Requisitions: List Display | 1     |
| HR & GA Manager - JKT     | ME5A - Purchase Requisitions: List Display | 1     |
| HR Development Manager    | ME5A - Purchase Requisitions: List Display | 1     |
| HRGA General Manager      | ME5A - Purchase Requisitions: List Display | 1     |
| HSE General Admin         | ME5A - Purchase Requisitions: List Display | 1     |
| Infrastructure Dev. Plan  | ME5A - Purchase Requisitions: List Display | 1     |
| Internal Audit            | ME5A - Purchase Requisitions: List Display | 1     |
| Internal Audit Manager    | ME5A - Purchase Requisitions: List Display | 1     |
| Internal Auditor          | ME5A - Purchase Requisitions: List Display | 1     |
| IR & Welfare Superintende | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| IT & MIS General Manager  | ME5A - Purchase Requisitions: List Display | 1     |
| IT Manager                | ME5A - Purchase Requisitions: List Display | 1     |
| Land Acquisition & Manage | ME5A - Purchase Requisitions: List Display | 1     |
| Lati Mine Opertaion Manag | ME5A - Purchase Requisitions: List Display | 1     |
| Lati Port Supervisor      | ME5A - Purchase Requisitions: List Display | 1     |
| Legal & Compliance Admin  | ME5A - Purchase Requisitions: List Display | 1     |
| Legal Officer             | ME5A - Purchase Requisitions: List Display | 1     |
| Logistic GL               | ME5A - Purchase Requisitions: List Display | 1     |
| Logistic GL Parts         | ME5A - Purchase Requisitions: List Display | 1     |
| Logistic Manager          | ME5A - Purchase Requisitions: List Display | 1     |
| Logistic Officer          | ME5A - Purchase Requisitions: List Display | 1     |
| Logistic Section Head     | ME5A - Purchase Requisitions: List Display | 1     |
| Logistic Supervisor       | ME5A - Purchase Requisitions: List Display | 1     |
| Managerial Reporting Supe | ME5A - Purchase Requisitions: List Display | 1     |
| Marine Support Officer    | ME5A - Purchase Requisitions: List Display | 1     |
| Marketing & Transp. Admin | ME5A - Purchase Requisitions: List Display | 1     |
| Marketing & transp. Direc | ME5A - Purchase Requisitions: List Display | 1     |
| Marketing & transp.Deputy | ME5A - Purchase Requisitions: List Display | 1     |
| Marketing Support Officer | ME5A - Purchase Requisitions: List Display | 1     |
| Mech & Elect Superintende | ME5A - Purchase Requisitions: List Display | 1     |
| Mech. P & C Engineer      | ME5A - Purchase Requisitions: List Display | 1     |
| Mechanical Supervisor     | ME5A - Purchase Requisitions: List Display | 1     |
| MGM_REP                   | ME5A - Purchase Requisitions: List Display | 1     |
| Mgt Reporting & Budget Se | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Mine Closure Manager      | ME5A - Purchase Requisitions: List Display | 1     |
| Mine Contract Management  | ME5A - Purchase Requisitions: List Display | 1     |
| Mine Dev & Geology Genera | ME5A - Purchase Requisitions: List Display | 1     |
| Mine Plan & Control Manag | ME5A - Purchase Requisitions: List Display | 1     |
| Mining General Manager    | ME5A - Purchase Requisitions: List Display | 1     |
| MIS Manager               | ME5A - Purchase Requisitions: List Display | 1     |
| O.H.S. Manager            | ME5A - Purchase Requisitions: List Display | 1     |
| Operation Deputy Director | ME5A - Purchase Requisitions: List Display | 1     |
| Operation Director        | ME5A - Purchase Requisitions: List Display | 1     |
| P&C Superintendent        | ME5A - Purchase Requisitions: List Display | 1     |
| P. Quality & D. Control M | ME5A - Purchase Requisitions: List Display | 1     |
| Payment & Bank Reconsile  | ME5A - Purchase Requisitions: List Display | 1     |
| Payroll Admin             | ME5A - Purchase Requisitions: List Display | 1     |
| Planning & Design Eng.    | ME5A - Purchase Requisitions: List Display | 1     |
| Plant Maintenance Officer | ME5A - Purchase Requisitions: List Display | 1     |
| Port & Barging Opt. Manag | ME5A - Purchase Requisitions: List Display | 1     |
| Port Engineer             | ME5A - Purchase Requisitions: List Display | 1     |
| PQDC Officer              | ME5A - Purchase Requisitions: List Display | 1     |
| President Director        | ME5A - Purchase Requisitions: List Display | 1     |
| Procurement Officer       | ME5A - Purchase Requisitions: List Display | 1     |
| Procurement Staff         | ME5A - Purchase Requisitions: List Display | 1     |
| Production Administration | ME5A - Purchase Requisitions: List Display | 1     |
| Project Administration    | ME5A - Purchase Requisitions: List Display | 1     |
| Project Officer           | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position                   | Code Matrix                                | Count |
|-------------------------------|--|-------|
| Purchasing Adm. Officer       | ME5A - Purchase Requisitions: List Display | 1     |
| Purchasing Manager            | ME5A - Purchase Requisitions: List Display | 1     |
| Purchasing Officer            | ME5A - Purchase Requisitions: List Display | 1     |
| QHSE System Compliance Ma     | ME5A - Purchase Requisitions: List Display | 1     |
| Risk Mgt. Compl. & Policy     | ME5A - Purchase Requisitions: List Display | 1     |
| Sambarata Mine Operation      | ME5A - Purchase Requisitions: List Display | 1     |
| Sambarata Port Supervisor     | ME5A - Purchase Requisitions: List Display | 1     |
| SAP Support                   | ME5A - Purchase Requisitions: List Display | 1     |
| Secretary Officer             | ME5A - Purchase Requisitions: List Display | 1     |
| Security Manager              | ME5A - Purchase Requisitions: List Display | 1     |
| Shared Service Unit Gener     | ME5A - Purchase Requisitions: List Display | 1     |
| Shipment Admin Officer        | ME5A - Purchase Requisitions: List Display | 1     |
| Shipping Admin                | ME5A - Purchase Requisitions: List Display | 1     |
| Shipping Admin Officer        | ME5A - Purchase Requisitions: List Display | 1     |
| Shipping Administration Staff | ME5A - Purchase Requisitions: List Display | 1     |
| Shipping Legal                | ME5A - Purchase Requisitions: List Display | 1     |
| Shipping Manager              | ME5A - Purchase Requisitions: List Display | 1     |
| Suaran Port Supervisor        | ME5A - Purchase Requisitions: List Display | 1     |
| Supporting Infr. Dev. Sup     | ME5A - Purchase Requisitions: List Display | 1     |
| Tax Manager                   | ME5A - Purchase Requisitions: List Display | 1     |
| Technical Service Manager     | ME5A - Purchase Requisitions: List Display | 1     |
| Tender Officer                | ME5A - Purchase Requisitions: List Display | 1     |
| Trade Finance Officer         | ME5A - Purchase Requisitions: List Display | 1     |
| Transhipment Supervisor       | ME5A - Purchase Requisitions: List Display | 1     |

| HR Position                     | Code Matrix                                 | Count |
|---------------------------------|---|-------|
| Transp. & Sales Adm. Gene       | ME5A - Purchase Requisitions: List Display  | 1     |
| Transport & Shipment Mana       | ME5A - Purchase Requisitions: List Display  | 1     |
| Transport Analyst               | ME5A - Purchase Requisitions: List Display  | 1     |
| Travelling & Claim Admin        | ME5A - Purchase Requisitions: List Display  | 1     |
| Treasury & Bangking Manag       | ME5A - Purchase Requisitions: List Display  | 1     |
| Treasury Administration         | ME5A - Purchase Requisitions: List Display  | 1     |
| Treasury General Manager        | ME5A - Purchase Requisitions: List Display  | 1     |
| Warehouse Crew                  | ME5A - Purchase Requisitions: List Display  | 1     |
| Cost Estimator & Control        | ME5F - Release Reminder: Purch. Requisition | 1     |
| IR & Welfare Superintende       | ME5F - Release Reminder: Purch. Requisition | 1     |
| Logistic Manager                | ME5F - Release Reminder: Purch. Requisition | 1     |
| Purchasing Manager              | ME5F - Release Reminder: Purch. Requisition | 1     |
| Accounting Officer              | ME5J - Purchase Requisitions for<br>Project | 1     |
| Administration Staff            | ME5J - Purchase Requisitions for<br>Project | 1     |
| Asset Officer                   | ME5J - Purchase Requisitions for<br>Project | 1     |
| Bank & Trade Finance Mana       | ME5J - Purchase Requisitions for<br>Project | 1     |
| Budget & Control Supervis       | ME5J - Purchase Requisitions for<br>Project | 1     |
| Budget Officer                  | ME5J - Purchase Requisitions for<br>Project | 1     |
| Building & General Asset        | ME5J - Purchase Requisitions for<br>Project | 1     |
| Coal Handling Inf. Dev. &       | ME5J - Purchase Requisitions for<br>Project | 1     |
| Commuication & Relation Officer | ME5J - Purchase Requisitions for<br>Project | 1     |
| Community Rel Admin Suppo       | ME5J - Purchase Requisitions for<br>Project | 1     |
| Contract & Doc. Control O       | ME5J - Purchase Requisitions for<br>Project | 1     |
| Contract Management Engin       | ME5J - Purchase Requisitions for Project    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Cost Estimator & Control  | ME5J - Purchase Requisitions for Project | 1     |
| Default position          | ME5J - Purchase Requisitions for Project | 1     |
| Elect. P & C Engineer     | ME5J - Purchase Requisitions for Project | 1     |
| Electrical Supervisor     | ME5J - Purchase Requisitions for Project | 1     |
| Engineering Manager       | ME5J - Purchase Requisitions for Project | 1     |
| ER & LM Admin Officer     | ME5J - Purchase Requisitions for Project | 1     |
| External Auditor          | ME5J - Purchase Requisitions for Project | 1     |
| Finance & Adm General Man | ME5J - Purchase Requisitions for Project | 1     |
| Finance Admin             | ME5J - Purchase Requisitions for Project | 1     |
| Finance Reporting Officer | ME5J - Purchase Requisitions for Project | 1     |
| Financial & Accounting Su | ME5J - Purchase Requisitions for Project | 1     |
| Financial Control Departm | ME5J - Purchase Requisitions for Project | 1     |
| Financial Reporting Manag | ME5J - Purchase Requisitions for Project | 1     |
| Financial Reporting Offic | ME5J - Purchase Requisitions for Project | 1     |
| Financial Reporting Senio | ME5J - Purchase Requisitions for Project | 1     |
| Financial Reporting Super | ME5J - Purchase Requisitions for Project | 1     |
| Infrastructure Dev. Plan  | ME5J - Purchase Requisitions for Project | 1     |
| Internal Auditor          | ME5J - Purchase Requisitions for Project | 1     |
| Logistic Manager          | ME5J - Purchase Requisitions for Project | 1     |
| Managerial Reporting Supe | ME5J - Purchase Requisitions for Project | 1     |
| Mech & Elect Superintende | ME5J - Purchase Requisitions for Project | 1     |
| Mech. P & C Engineer      | ME5J - Purchase Requisitions for Project | 1     |
| Mechanical Supervisor     | ME5J - Purchase Requisitions for Project | 1     |
| MGM_REP                   | ME5J - Purchase Requisitions for Project | 1     |

| HR Position                    | Code Matrix                               | Count |
|--------------------------------|---|-------|
| Mgt Reporting & Budget Se      | ME5J - Purchase Requisitions for Project  | 1     |
| P&C Superintendent             | ME5J - Purchase Requisitions for Project  | 1     |
| Planning & Design Eng.         | ME5J - Purchase Requisitions for Project  | 1     |
| Plant Maintenance Officer      | ME5J - Purchase Requisitions for Project  | 1     |
| Procurement Officer            | ME5J - Purchase Requisitions for Project  | 1     |
| Production Administration      | ME5J - Purchase Requisitions for Project  | 1     |
| Project Officer                | ME5J - Purchase Requisitions for Project  | 1     |
| Purchasing Adm. Officer        | ME5J - Purchase Requisitions for Project  | 1     |
| Purchasing Manager             | ME5J - Purchase Requisitions for Project  | 1     |
| Purchasing Officer             | ME5J - Purchase Requisitions for Project  | 1     |
| SAP Support                    | ME5J - Purchase Requisitions for Project  | 1     |
| Supporting Infr. Dev. Sup      | ME5J - Purchase Requisitions for Project  | 1     |
| Tender Officer                 | ME5J - Purchase Requisitions for Project  | 1     |
| Treasury & Bangking Manag      | ME5J - Purchase Requisitions for Project  | 1     |
| Accounting Officer             | ME5K - Requisitions by Account Assignment | 1     |
| Administration Staff           | ME5K - Requisitions by Account Assignment | 1     |
| Asset Officer                  | ME5K - Requisitions by Account Assignment | 1     |
| Bank & Trade Finance Mana      | ME5K - Requisitions by Account Assignment | 1     |
| Bank Rels. Officer & Cash      | ME5K - Requisitions by Account Assignment | 1     |
| Budget & Control Supervis      | ME5K - Requisitions by Account Assignment | 1     |
| Budget Officer                 | ME5K - Requisitions by Account Assignment | 1     |
| Building & General Asset       | ME5K - Requisitions by Account Assignment | 1     |
| Cash Management Administration | ME5K - Requisitions by Account Assignment | 1     |
| Claim & Compensation Admi      | ME5K - Requisitions by Account Assignment | 1     |

| HR Position                     | Code Matrix                               | Count |
|---------------------------------|---|-------|
| Coal Handling Inf. Dev. &       | ME5K - Requisitions by Account Assignment | 1     |
| ComDev Admin & Logistic         | ME5K - Requisitions by Account Assignment | 1     |
| Commuication & Relation Officer | ME5K - Requisitions by Account Assignment | 1     |
| Community Rel Admin Suppo       | ME5K - Requisitions by Account Assignment | 1     |
| Contract Management Engin       | ME5K - Requisitions by Account Assignment | 1     |
| Corporate Affairs Officer       | ME5K - Requisitions by Account Assignment | 1     |
| Cost Estimator & Control        | ME5K - Requisitions by Account Assignment | 1     |
| Crewing Officer                 | ME5K - Requisitions by Account Assignment | 1     |
| Default position                | ME5K - Requisitions by Account Assignment | 1     |
| Elect. P & C Engineer           | ME5K - Requisitions by Account Assignment | 1     |
| Electrical Supervisor           | ME5K - Requisitions by Account Assignment | 1     |
| Engineering Manager             | ME5K - Requisitions by Account Assignment | 1     |
| ER & LM Admin Officer           | ME5K - Requisitions by Account Assignment | 1     |
| Executive Secretary             | ME5K - Requisitions by Account Assignment | 1     |
| Finance & Adm General Man       | ME5K - Requisitions by Account Assignment | 1     |
| Finance Admin                   | ME5K - Requisitions by Account Assignment | 1     |
| Finance Analyst                 | ME5K - Requisitions by Account Assignment | 1     |
| Finance Reporting Officer       | ME5K - Requisitions by Account Assignment | 1     |
| Financial & Accounting Su       | ME5K - Requisitions by Account Assignment | 1     |
| Financial Control Departm       | ME5K - Requisitions by Account Assignment | 1     |
| Financial Reporting Manag       | ME5K - Requisitions by Account Assignment | 1     |
| Financial Reporting Offic       | ME5K - Requisitions by Account Assignment | 1     |
| Financial Reporting Senio       | ME5K - Requisitions by Account Assignment | 1     |
| Financial Reporting Super       | ME5K - Requisitions by Account Assignment | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| GA Officer                | ME5K - Requisitions by Account Assignment | 1     |
| GA Supervisor             | ME5K - Requisitions by Account Assignment | 1     |
| Geology & Exploration Sup | ME5K - Requisitions by Account Assignment | 1     |
| HSE General Admin         | ME5K - Requisitions by Account Assignment | 1     |
| Infrastructure Dev. Plan  | ME5K - Requisitions by Account Assignment | 1     |
| Internal Audit            | ME5K - Requisitions by Account Assignment | 1     |
| Lati Port Supervisor      | ME5K - Requisitions by Account Assignment | 1     |
| Legal & Compliance Admin  | ME5K - Requisitions by Account Assignment | 1     |
| Legal Officer             | ME5K - Requisitions by Account Assignment | 1     |
| Logistic Manager          | ME5K - Requisitions by Account Assignment | 1     |
| Managerial Reporting Supe | ME5K - Requisitions by Account Assignment | 1     |
| Marine Support Officer    | ME5K - Requisitions by Account Assignment | 1     |
| Marketing & Transp. Admin | ME5K - Requisitions by Account Assignment | 1     |
| Mech & Elect Superintende | ME5K - Requisitions by Account Assignment | 1     |
| Mech. P & C Engineer      | ME5K - Requisitions by Account Assignment | 1     |
| Mechanical Supervisor     | ME5K - Requisitions by Account Assignment | 1     |
| MGM_REP                   | ME5K - Requisitions by Account Assignment | 1     |
| Mgt Reporting & Budget Se | ME5K - Requisitions by Account Assignment | 1     |
| P&C Superintendent        | ME5K - Requisitions by Account Assignment | 1     |
| Payment & Bank Reconsile  | ME5K - Requisitions by Account Assignment | 1     |
| Payroll Admin             | ME5K - Requisitions by Account Assignment | 1     |
| Planning & Design Eng.    | ME5K - Requisitions by Account Assignment | 1     |
| Plant Maintenance Officer | ME5K - Requisitions by Account Assignment | 1     |
| Port Engineer             | ME5K - Requisitions by Account Assignment | 1     |

| HR Position                   | Code Matrix                               | Count |
|-------------------------------|---|-------|
| PQDC Officer                  | ME5K - Requisitions by Account Assignment | 1     |
| Procurement Officer           | ME5K - Requisitions by Account Assignment | 1     |
| Procurement Staff             | ME5K - Requisitions by Account Assignment | 1     |
| Production Administration     | ME5K - Requisitions by Account Assignment | 1     |
| Project Administration        | ME5K - Requisitions by Account Assignment | 1     |
| Project Officer               | ME5K - Requisitions by Account Assignment | 1     |
| Purchasing Adm. Officer       | ME5K - Requisitions by Account Assignment | 1     |
| Purchasing Manager            | ME5K - Requisitions by Account Assignment | 1     |
| Purchasing Officer            | ME5K - Requisitions by Account Assignment | 1     |
| Sambarata Port Supervisor     | ME5K - Requisitions by Account Assignment | 1     |
| SAP Support                   | ME5K - Requisitions by Account Assignment | 1     |
| Secretary Officer             | ME5K - Requisitions by Account Assignment | 1     |
| Shipment Admin Officer        | ME5K - Requisitions by Account Assignment | 1     |
| Shipping Admin                | ME5K - Requisitions by Account Assignment | 1     |
| Shipping Admin Officer        | ME5K - Requisitions by Account Assignment | 1     |
| Shipping Administration Staff | ME5K - Requisitions by Account Assignment | 1     |
| Shipping Legal                | ME5K - Requisitions by Account Assignment | 1     |
| Suaran Port Supervisor        | ME5K - Requisitions by Account Assignment | 1     |
| Supporting Infr. Dev. Sup     | ME5K - Requisitions by Account Assignment | 1     |
| Tender Officer                | ME5K - Requisitions by Account Assignment | 1     |
| Trade Finance Officer         | ME5K - Requisitions by Account Assignment | 1     |
| Transhipment Supervisor       | ME5K - Requisitions by Account Assignment | 1     |
| Transport Analyst             | ME5K - Requisitions by Account Assignment | 1     |
| Travelling & Claim Admin      | ME5K - Requisitions by Account Assignment | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Treasury & Bangking Manag | ME5K - Requisitions by Account Assignment  | 1     |
| Treasury Administration   | ME5K - Requisitions by Account Assignment  | 1     |
| Accounting Officer        | ME5W - Resubmission of Purch. Requisitions | 1     |
| AP Control Manager        | ME5W - Resubmission of Purch. Requisitions | 1     |
| AR Control Superintendent | ME5W - Resubmission of Purch. Requisitions | 1     |
| AR NON Trade Control Serv | ME5W - Resubmission of Purch. Requisitions | 1     |
| AR Officer                | ME5W - Resubmission of Purch. Requisitions | 1     |
| AR Trade Control Service  | ME5W - Resubmission of Purch. Requisitions | 1     |
| Asset Officer             | ME5W - Resubmission of Purch. Requisitions | 1     |
| Bank & Trade Finance Mana | ME5W - Resubmission of Purch. Requisitions | 1     |
| Bank Rels. Officer & Cash | ME5W - Resubmission of Purch. Requisitions | 1     |
| Building & General Asset  | ME5W - Resubmission of Purch. Requisitions | 1     |
| Cash Management Officer   | ME5W - Resubmission of Purch. Requisitions | 1     |
| Cost Estimator & Control  | ME5W - Resubmission of Purch. Requisitions | 1     |
| Default position          | ME5W - Resubmission of Purch. Requisitions | 1     |
| Elect. P & C Engineer     | ME5W - Resubmission of Purch. Requisitions | 1     |
| Electrical Supervisor     | ME5W - Resubmission of Purch. Requisitions | 1     |
| Finance & Adm General Man | ME5W - Resubmission of Purch. Requisitions | 1     |
| Finance Admin             | ME5W - Resubmission of Purch. Requisitions | 1     |
| Finance Reporting Officer | ME5W - Resubmission of Purch. Requisitions | 1     |
| Financial & Accounting Su | ME5W - Resubmission of Purch. Requisitions | 1     |
| Financial Control Departm | ME5W - Resubmission of Purch. Requisitions | 1     |
| Financial Reporting Manag | ME5W - Resubmission of Purch. Requisitions | 1     |
| Financial Reporting Offic | ME5W - Resubmission of Purch. Requisitions | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Super | ME5W - Resubmission of Purch. Requisitions | 1     |
| Infrastructure Dev. Plan  | ME5W - Resubmission of Purch. Requisitions | 1     |
| Marine Support Officer    | ME5W - Resubmission of Purch. Requisitions | 1     |
| Mech & Elect Superintende | ME5W - Resubmission of Purch. Requisitions | 1     |
| Mech. P & C Engineer      | ME5W - Resubmission of Purch. Requisitions | 1     |
| Mechanical Supervisor     | ME5W - Resubmission of Purch. Requisitions | 1     |
| P&C Superintendent        | ME5W - Resubmission of Purch. Requisitions | 1     |
| Planning & Design Eng.    | ME5W - Resubmission of Purch. Requisitions | 1     |
| Plant Maintenance Officer | ME5W - Resubmission of Purch. Requisitions | 1     |
| Port Engineer             | ME5W - Resubmission of Purch. Requisitions | 1     |
| PQDC Officer              | ME5W - Resubmission of Purch. Requisitions | 1     |
| Procurement Officer       | ME5W - Resubmission of Purch. Requisitions | 1     |
| Project Officer           | ME5W - Resubmission of Purch. Requisitions | 1     |
| Purchasing Adm. Officer   | ME5W - Resubmission of Purch. Requisitions | 1     |
| Purchasing Manager        | ME5W - Resubmission of Purch. Requisitions | 1     |
| Purchasing Officer        | ME5W - Resubmission of Purch. Requisitions | 1     |
| Shipment Admin Officer    | ME5W - Resubmission of Purch. Requisitions | 1     |
| Shipping Admin Officer    | ME5W - Resubmission of Purch. Requisitions | 1     |
| Supporting Infr. Dev. Sup | ME5W - Resubmission of Purch. Requisitions | 1     |
| Tender Officer            | ME5W - Resubmission of Purch. Requisitions | 1     |
| Trade Finance Admin.      | ME5W - Resubmission of Purch. Requisitions | 1     |
| Trade Finance Officer     | ME5W - Resubmission of Purch. Requisitions | 1     |
| Transhipment Supervisor   | ME5W - Resubmission of Purch. Requisitions | 1     |
| Treasury & Bangking Manag | ME5W - Resubmission of Purch. Requisitions | 1     |

| HR Position                    | Code Matrix                                   | Count |
|--------------------------------|---|-------|
| Treasury General Manager       | ME5W - Resubmission of Purch.<br>Requisitions | 1     |
| Treasury Settlement Offic      | ME5W - Resubmission of Purch. Requisitions    | 1     |
| Treasury Superintendent        | ME5W - Resubmission of Purch. Requisitions    | 1     |
| Accounting Officer             | ME62 - Display Vendor Evaluation              | 1     |
| Cash Management Administration | ME62 - Display Vendor Evaluation              | 1     |
| Contract Management Engin      | ME62 - Display Vendor Evaluation              | 1     |
| Cost Estimator & Control       | ME62 - Display Vendor Evaluation              | 1     |
| Default position               | ME62 - Display Vendor Evaluation              | 1     |
| Finance Admin                  | ME62 - Display Vendor Evaluation              | 1     |
| Infrastructure Dev. Plan       | ME62 - Display Vendor Evaluation              | 1     |
| IR & Welfare Superintende      | ME62 - Display Vendor Evaluation              | 1     |
| Marine Support Officer         | ME62 - Display Vendor Evaluation              | 1     |
| Planning & Design Eng.         | ME62 - Display Vendor Evaluation              | 1     |
| Port Engineer                  | ME62 - Display Vendor Evaluation              | 1     |
| PQDC Officer                   | ME62 - Display Vendor Evaluation              | 1     |
| Procurement Officer            | ME62 - Display Vendor Evaluation              | 1     |
| Production Administration      | ME62 - Display Vendor Evaluation              | 1     |
| Project Officer                | ME62 - Display Vendor Evaluation              | 1     |
| Purchasing Adm. Officer        | ME62 - Display Vendor Evaluation              | 1     |
| Purchasing Manager             | ME62 - Display Vendor Evaluation              | 1     |
| Purchasing Officer             | ME62 - Display Vendor Evaluation              | 1     |
| Shipment Admin Officer         | ME62 - Display Vendor Evaluation              | 1     |
| Shipping Admin Officer         | ME62 - Display Vendor Evaluation              | 1     |
| Supporting Infr. Dev. Sup      | ME62 - Display Vendor Evaluation              | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Tender Officer            | ME62 - Display Vendor Evaluation            | 1     |
| Transhipment Supervisor   | ME62 - Display Vendor Evaluation            | 1     |
| Treasury Administration   | ME62 - Display Vendor Evaluation            | 1     |
| Cost Estimator & Control  | ME6H - Standard Analysis: Vendor Evaluation | 1     |
| Procurement Officer       | ME6H - Standard Analysis: Vendor Evaluation | 1     |
| Purchasing Adm. Officer   | ME6H - Standard Analysis: Vendor Evaluation | 1     |
| Purchasing Manager        | ME6H - Standard Analysis: Vendor Evaluation | 1     |
| Purchasing Officer        | ME6H - Standard Analysis: Vendor Evaluation | 1     |
| Tender Officer            | ME6H - Standard Analysis: Vendor Evaluation | 1     |
| Cost Estimator & Control  | ME80AN - General Analyses (A)               | 1     |
| External Auditor          | ME80AN - General Analyses (A)               | 1     |
| Finance Reporting Officer | ME80AN - General Analyses (A)               | 1     |
| Financial Reporting Manag | ME80AN - General Analyses (A)               | 1     |
| Financial Reporting Offic | ME80AN - General Analyses (A)               | 1     |
| Financial Reporting Senio | ME80AN - General Analyses (A)               | 1     |
| Internal Auditor          | ME80AN - General Analyses (A)               | 1     |
| Procurement Officer       | ME80AN - General Analyses (A)               | 1     |
| Purchasing Adm. Officer   | ME80AN - General Analyses (A)               | 1     |
| Purchasing Manager        | ME80AN - General Analyses (A)               | 1     |
| Purchasing Officer        | ME80AN - General Analyses (A)               | 1     |
| SAP Support               | ME80AN - General Analyses (A)               | 1     |
| Tender Officer            | ME80AN - General Analyses (A)               | 1     |
| Cost Estimator & Control  | ME80FN - General Analyses (F)               | 1     |
| External Auditor          | ME80FN - General Analyses (F)               | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Finance Reporting Officer | ME80FN - General Analyses (F)   | 1     |
| Financial Reporting Manag | ME80FN - General Analyses (F)   | 1     |
| Financial Reporting Offic | ME80FN - General Analyses (F)   | 1     |
| Financial Reporting Senio | ME80FN - General Analyses (F)   | 1     |
| Internal Auditor          | ME80FN - General Analyses (F)   | 1     |
| Procurement Officer       | ME80FN - General Analyses (F)   | 1     |
| Purchasing Adm. Officer   | ME80FN - General Analyses (F)   | 1     |
| Purchasing Manager        | ME80FN - General Analyses (F)   | 1     |
| Purchasing Officer        | ME80FN - General Analyses (F)   | 1     |
| SAP Support               | ME80FN - General Analyses (F)   | 1     |
| Tender Officer            | ME80FN - General Analyses (F)   | 1     |
| Cost Estimator & Control  | ME80RN - General Analyses (L,K) | 1     |
| External Auditor          | ME80RN - General Analyses (L,K) | 1     |
| Finance Reporting Officer | ME80RN - General Analyses (L,K) | 1     |
| Financial Reporting Manag | ME80RN - General Analyses (L,K) | 1     |
| Financial Reporting Offic | ME80RN - General Analyses (L,K) | 1     |
| Financial Reporting Senio | ME80RN - General Analyses (L,K) | 1     |
| Internal Auditor          | ME80RN - General Analyses (L,K) | 1     |
| Procurement Officer       | ME80RN - General Analyses (L,K) | 1     |
| Purchasing Adm. Officer   | ME80RN - General Analyses (L,K) | 1     |
| Purchasing Manager        | ME80RN - General Analyses (L,K) | 1     |
| Purchasing Officer        | ME80RN - General Analyses (L,K) | 1     |
| SAP Support               | ME80RN - General Analyses (L,K) | 1     |
| Tender Officer            | ME80RN - General Analyses (L,K) | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Cost Estimator & Control  | ME81N - Analysis of Order Values     | 1     |
| External Auditor          | ME81N - Analysis of Order Values     | 1     |
| Finance Reporting Officer | ME81N - Analysis of Order Values     | 1     |
| Financial Reporting Manag | ME81N - Analysis of Order Values     | 1     |
| Financial Reporting Offic | ME81N - Analysis of Order Values     | 1     |
| Financial Reporting Senio | ME81N - Analysis of Order Values     | 1     |
| Internal Auditor          | ME81N - Analysis of Order Values     | 1     |
| Procurement Officer       | ME81N - Analysis of Order Values     | 1     |
| Purchasing Adm. Officer   | ME81N - Analysis of Order Values     | 1     |
| Purchasing Manager        | ME81N - Analysis of Order Values     | 1     |
| Purchasing Officer        | ME81N - Analysis of Order Values     | 1     |
| SAP Support               | ME81N - Analysis of Order Values     | 1     |
| Tender Officer            | ME81N - Analysis of Order Values     | 1     |
| External Auditor          | ME82 - Archived Purchasing Documents | 1     |
| Finance Reporting Officer | ME82 - Archived Purchasing Documents | 1     |
| Financial Reporting Manag | ME82 - Archived Purchasing Documents | 1     |
| Financial Reporting Offic | ME82 - Archived Purchasing Documents | 1     |
| Financial Reporting Senio | ME82 - Archived Purchasing Documents | 1     |
| Internal Auditor          | ME82 - Archived Purchasing Documents | 1     |
| SAP Support               | ME82 - Archived Purchasing Documents | 1     |
| Accounting Officer        | ME87 - Summarize PO History          | 1     |
| AP Control Manager        | ME87 - Summarize PO History          | 1     |
| Budget & Control Supervis | ME87 - Summarize PO History          | 1     |
| Budget Officer            | ME87 - Summarize PO History          | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | ME87 - Summarize PO History                  | 1     |
| Finance Admin             | ME87 - Summarize PO History                  | 1     |
| Finance Reporting Officer | ME87 - Summarize PO History                  | 1     |
| Financial & Accounting Su | ME87 - Summarize PO History                  | 1     |
| Financial Control Departm | ME87 - Summarize PO History                  | 1     |
| Financial Reporting Manag | ME87 - Summarize PO History                  | 1     |
| Financial Reporting Offic | ME87 - Summarize PO History                  | 1     |
| Financial Reporting Super | ME87 - Summarize PO History                  | 1     |
| Managerial Reporting Supe | ME87 - Summarize PO History                  | 1     |
| MGM_REP                   | ME87 - Summarize PO History                  | 1     |
| Mgt Reporting & Budget Se | ME87 - Summarize PO History                  | 1     |
| Accounting Manager        | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Accounting Officer        | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| AP Control Manager        | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| AR Control Superintendent | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| AR NON Trade Control Serv | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| AR Officer                | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| AR Trade Control Service  | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Area 1 Marketing & S. man | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Area 2 Marketing & S. man | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Area 3 Marketing & S. man | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Bank & Trade Finance Mana | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Bank Rels. Officer & Cash | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Budget & Control Supervis | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |

| HR Position                    | Code Matrix                                  | Count |
|--------------------------------|--|-------|
| Budget Officer                 | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Cash Management Administration | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Cash Management Officer        | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Contract Management Engin      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Default position               | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Finance & Adm General Man      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Finance Admin                  | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Finance Rep. & Analyst Ma      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Finance Reporting Officer      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Financial & Accounting Su      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Financial Control Departm      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Financial Reporting Manag      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Financial Reporting Offic      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Financial Reporting Super      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Infrastructure Dev. Plan       | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Managerial Reporting Supe      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Marine Support Officer         | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Marketing Support Officer      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| MGM_REP                        | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Mgt Reporting & Budget Se      | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Planning & Design Eng.         | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Port Engineer                  | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| PQDC Officer                   | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Procurement Officer            | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Production Administration | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Project Officer           | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Purchasing Adm. Officer   | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Purchasing Officer        | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Shipment Admin Officer    | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Shipping Admin Officer    | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Supporting Infr. Dev. Sup | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Tender Officer            | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Trade Finance Admin.      | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Trade Finance Officer     | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Traffic & Admin Superinte | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Transhipment Supervisor   | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Transport Analyst         | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Treasury & Bangking Manag | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Treasury Administration   | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Treasury General Manager  | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Treasury Settlement Offic | ME91F - Purchase Orders: Urging/Reminders    | 1     |
| Treasury Superintendent   | ME91F - Purchase Orders:<br>Urging/Reminders | 1     |
| Accounting Manager        | ME92F - Monitor Order<br>Acknowledgment      | 1     |
| Accounting Officer        | ME92F - Monitor Order<br>Acknowledgment      | 1     |
| AP Control Manager        | ME92F - Monitor Order<br>Acknowledgment      | 1     |
| AR Control Superintendent | ME92F - Monitor Order<br>Acknowledgment      | 1     |
| AR NON Trade Control Serv | ME92F - Monitor Order<br>Acknowledgment      | 1     |
| AR Officer                | ME92F - Monitor Order<br>Acknowledgment      | 1     |

| HR Position                    | Code Matrix                             | Count |
|--------------------------------|---|-------|
| AR Trade Control Service       | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Area 1 Marketing & S. man      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Area 2 Marketing & S. man      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Area 3 Marketing & S. man      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Bank & Trade Finance Mana      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Bank Rels. Officer & Cash      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Budget & Control Supervis      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Budget Officer                 | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Cash Management Administration | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Cash Management Officer        | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Contract Management Engin      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Default position               | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Finance & Adm General Man      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Finance Admin                  | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Finance Rep. & Analyst Ma      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Finance Reporting Officer      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Financial & Accounting Su      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Financial Control Departm      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Financial Reporting Manag      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Financial Reporting Offic      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Financial Reporting Super      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Infrastructure Dev. Plan       | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Managerial Reporting Supe      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Marine Support Officer         | ME92F - Monitor Order<br>Acknowledgment | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Marketing Support Officer | ME92F - Monitor Order<br>Acknowledgment | 1     |
| MGM_REP                   | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Mgt Reporting & Budget Se | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Planning & Design Eng.    | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Port Engineer             | ME92F - Monitor Order<br>Acknowledgment | 1     |
| PQDC Officer              | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Procurement Officer       | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Production Administration | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Project Officer           | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Purchasing Adm. Officer   | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Purchasing Officer        | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Shipment Admin Officer    | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Shipping Admin Officer    | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Supporting Infr. Dev. Sup | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Tender Officer            | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Trade Finance Admin.      | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Trade Finance Officer     | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Traffic & Admin Superinte | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Transhipment Supervisor   | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Transport Analyst         | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Treasury & Bangking Manag | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Treasury Administration   | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Treasury General Manager  | ME92F - Monitor Order<br>Acknowledgment | 1     |
| Treasury Settlement Offic | ME92F - Monitor Order<br>Acknowledgment | 1     |

| HR Position                     | Code Matrix                               | Count |
|---------------------------------|---|-------|
| Treasury Superintendent         | ME92F - Monitor Order<br>Acknowledgment   | 1     |
| Accounting Manager              | ME9F - Message Output: Purchase Orders    | 1     |
| Accounting Officer              | ME9F - Message Output: Purchase Orders    | 1     |
| Administration Staff            | ME9F - Message Output: Purchase Orders    | 1     |
| AP Control Manager              | ME9F - Message Output: Purchase Orders    | 1     |
| AR Control Superintendent       | ME9F - Message Output: Purchase Orders    | 1     |
| AR NON Trade Control Serv       | ME9F - Message Output: Purchase Orders    | 1     |
| AR Officer                      | ME9F - Message Output: Purchase Orders    | 1     |
| AR Trade Control Service        | ME9F - Message Output: Purchase Orders    | 1     |
| Area 1 Marketing & S. man       | ME9F - Message Output: Purchase Orders    | 1     |
| Area 2 Marketing & S. man       | ME9F - Message Output: Purchase Orders    | 1     |
| Area 3 Marketing & S. man       | ME9F - Message Output: Purchase Orders    | 1     |
| Bank & Trade Finance Mana       | ME9F - Message Output: Purchase Orders    | 1     |
| Bank Rels. Officer & Cash       | ME9F - Message Output: Purchase Orders    | 1     |
| Budget & Control Supervis       | ME9F - Message Output: Purchase Orders    | 1     |
| Budget Officer                  | ME9F - Message Output: Purchase Orders    | 1     |
| Cash Management Administration  | ME9F - Message Output: Purchase Orders    | 1     |
| Cash Management Officer         | ME9F - Message Output: Purchase Orders    | 1     |
| Claim & Compensation Admi       | ME9F - Message Output: Purchase Orders    | 1     |
| ComDev Admin & Logistic         | ME9F - Message Output: Purchase Orders    | 1     |
| Commuication & Relation Officer | ME9F - Message Output: Purchase Orders    | 1     |
| Community Rel Admin Suppo       | ME9F - Message Output: Purchase Orders    | 1     |
| Contract Management Engin       | ME9F - Message Output: Purchase Orders    | 1     |
| Corporate Affairs Officer       | ME9F - Message Output: Purchase<br>Orders | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Crewing Officer           | ME9F - Message Output: Purchase<br>Orders | 1     |
| Default position          | ME9F - Message Output: Purchase Orders    | 1     |
| ER & LM Admin Officer     | ME9F - Message Output: Purchase Orders    | 1     |
| Executive Secretary       | ME9F - Message Output: Purchase Orders    | 1     |
| Finance & Adm General Man | ME9F - Message Output: Purchase Orders    | 1     |
| Finance Admin             | ME9F - Message Output: Purchase Orders    | 1     |
| Finance Analyst           | ME9F - Message Output: Purchase<br>Orders | 1     |
| Finance Rep. & Analyst Ma | ME9F - Message Output: Purchase Orders    | 1     |
| Finance Reporting Officer | ME9F - Message Output: Purchase<br>Orders | 1     |
| Financial & Accounting Su | ME9F - Message Output: Purchase Orders    | 1     |
| Financial Control Departm | ME9F - Message Output: Purchase Orders    | 1     |
| Financial Reporting Manag | ME9F - Message Output: Purchase Orders    | 1     |
| Financial Reporting Offic | ME9F - Message Output: Purchase Orders    | 1     |
| Financial Reporting Senio | ME9F - Message Output: Purchase<br>Orders | 1     |
| Financial Reporting Super | ME9F - Message Output: Purchase<br>Orders | 1     |
| GA Officer                | ME9F - Message Output: Purchase Orders    | 1     |
| GA Supervisor             | ME9F - Message Output: Purchase Orders    | 1     |
| Geology & Exploration Sup | ME9F - Message Output: Purchase Orders    | 1     |
| HSE General Admin         | ME9F - Message Output: Purchase Orders    | 1     |
| Infrastructure Dev. Plan  | ME9F - Message Output: Purchase Orders    | 1     |
| Internal Audit            | ME9F - Message Output: Purchase Orders    | 1     |
| Lati Port Supervisor      | ME9F - Message Output: Purchase Orders    | 1     |
| Legal & Compliance Admin  | ME9F - Message Output: Purchase Orders    | 1     |
| Legal Officer             | ME9F - Message Output: Purchase Orders    | 1     |

| HR Position                   | Code Matrix                            | Count |
|-------------------------------|--|-------|
| Managerial Reporting Supe     | ME9F - Message Output: Purchase Orders | 1     |
| Marine Support Officer        | ME9F - Message Output: Purchase Orders | 1     |
| Marketing & Transp. Admin     | ME9F - Message Output: Purchase Orders | 1     |
| Marketing Support Officer     | ME9F - Message Output: Purchase Orders | 1     |
| MGM_REP                       | ME9F - Message Output: Purchase Orders | 1     |
| Mgt Reporting & Budget Se     | ME9F - Message Output: Purchase Orders | 1     |
| Payment & Bank Reconsile      | ME9F - Message Output: Purchase Orders | 1     |
| Payroll Admin                 | ME9F - Message Output: Purchase Orders | 1     |
| Planning & Design Eng.        | ME9F - Message Output: Purchase Orders | 1     |
| Port Engineer                 | ME9F - Message Output: Purchase Orders | 1     |
| PQDC Officer                  | ME9F - Message Output: Purchase Orders | 1     |
| Procurement Officer           | ME9F - Message Output: Purchase Orders | 1     |
| Procurement Staff             | ME9F - Message Output: Purchase Orders | 1     |
| Production Administration     | ME9F - Message Output: Purchase Orders | 1     |
| Project Administration        | ME9F - Message Output: Purchase Orders | 1     |
| Project Officer               | ME9F - Message Output: Purchase Orders | 1     |
| Purchasing Officer            | ME9F - Message Output: Purchase Orders | 1     |
| Sambarata Port Supervisor     | ME9F - Message Output: Purchase Orders | 1     |
| SAP Support                   | ME9F - Message Output: Purchase Orders | 1     |
| Secretary Officer             | ME9F - Message Output: Purchase Orders | 1     |
| Shipment Admin Officer        | ME9F - Message Output: Purchase Orders | 1     |
| Shipping Admin                | ME9F - Message Output: Purchase Orders | 1     |
| Shipping Admin Officer        | ME9F - Message Output: Purchase Orders | 1     |
| Shipping Administration Staff | ME9F - Message Output: Purchase Orders | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Shipping Legal            | ME9F - Message Output: Purchase Orders      | 1     |
| Suaran Port Supervisor    | ME9F - Message Output: Purchase Orders      | 1     |
| Supporting Infr. Dev. Sup | ME9F - Message Output: Purchase Orders      | 1     |
| Trade Finance Admin.      | ME9F - Message Output: Purchase Orders      | 1     |
| Trade Finance Officer     | ME9F - Message Output: Purchase Orders      | 1     |
| Traffic & Admin Superinte | ME9F - Message Output: Purchase Orders      | 1     |
| Transhipment Supervisor   | ME9F - Message Output: Purchase Orders      | 1     |
| Transport Analyst         | ME9F - Message Output: Purchase Orders      | 1     |
| Travelling & Claim Admin  | ME9F - Message Output: Purchase Orders      | 1     |
| Treasury & Bangking Manag | ME9F - Message Output: Purchase Orders      | 1     |
| Treasury Administration   | ME9F - Message Output: Purchase Orders      | 1     |
| Treasury General Manager  | ME9F - Message Output: Purchase Orders      | 1     |
| Treasury Settlement Offic | ME9F - Message Output: Purchase Orders      | 1     |
| Treasury Superintendent   | ME9F - Message Output: Purchase Orders      | 1     |
| Finance & Adm General Man | MEI1 - Automatic Purchasing Document Change | 1     |
| Mgt Reporting & Budget Se | MEI1 - Automatic Purchasing Document Change | 1     |
| Finance & Adm General Man | MEI2 - Automatic Document Change            | 1     |
| Mgt Reporting & Budget Se | MEI2 - Automatic Document Change            | 1     |
| Accounting Officer        | MEI3 - Recompilation of Document Index      | 1     |
| Budget & Control Supervis | MEI3 - Recompilation of Document Index      | 1     |
| Budget Officer            | MEI3 - Recompilation of Document Index      | 1     |
| Finance & Adm General Man | MEI3 - Recompilation of Document Index      | 1     |
| Finance Admin             | MEI3 - Recompilation of Document Index      | 1     |
| Finance Reporting Officer | MEI3 - Recompilation of Document Index      | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | MEI3 - Recompilation of Document Index      | 1     |
| Financial Control Departm | MEI3 - Recompilation of Document Index      | 1     |
| Financial Reporting Manag | MEI3 - Recompilation of Document Index      | 1     |
| Financial Reporting Offic | MEI3 - Recompilation of Document Index      | 1     |
| Financial Reporting Super | MEI3 - Recompilation of Document Index      | 1     |
| Managerial Reporting Supe | MEI3 - Recompilation of Document Index      | 1     |
| MGM_REP                   | MEI3 - Recompilation of Document Index      | 1     |
| Mgt Reporting & Budget Se | MEI3 - Recompilation of Document Index      | 1     |
| Accounting Officer        | MEI4 - Compile Worklist for Document Index  | 1     |
| Budget & Control Supervis | MEI4 - Compile Worklist for Document Index  | 1     |
| Budget Officer            | MEI4 - Compile Worklist for Document Index  | 1     |
| Finance & Adm General Man | MEI4 - Compile Worklist for Document Index  | 1     |
| Finance Admin             | MEI4 - Compile Worklist for Document Index  | 1     |
| Finance Reporting Officer | MEI4 - Compile Worklist for Document Index  | 1     |
| Financial & Accounting Su | MEI4 - Compile Worklist for Document Index  | 1     |
| Financial Control Departm | MEI4 - Compile Worklist for Document Index  | 1     |
| Financial Reporting Manag | MEI4 - Compile Worklist for Document Index  | 1     |
| Financial Reporting Offic | MEI4 - Compile Worklist for Document Index  | 1     |
| Financial Reporting Super | MEI4 - Compile Worklist for Document Index  | 1     |
| Managerial Reporting Supe | MEI4 - Compile Worklist for Document Index  | 1     |
| MGM_REP                   | MEI4 - Compile Worklist for Document Index  | 1     |
| Mgt Reporting & Budget Se | MEI4 - Compile Worklist for Document Index  | 1     |
| Finance & Adm General Man | MEI7 - Change sales prices in purch. orders | 1     |
| Mgt Reporting & Budget Se | MEI7 - Change sales prices in purch. orders | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| External Auditor          | MEKA - Conditions: General Overview        | 1     |
| Finance Reporting Officer | MEKA - Conditions: General Overview        | 1     |
| Financial Reporting Manag | MEKA - Conditions: General Overview        | 1     |
| Financial Reporting Offic | MEKA - Conditions: General Overview        | 1     |
| Financial Reporting Senio | MEKA - Conditions: General Overview        | 1     |
| Internal Auditor          | MEKA - Conditions: General Overview        | 1     |
| SAP Support               | MEKA - Conditions: General Overview        | 1     |
| External Auditor          | MEKH - Market Price                        | 1     |
| Finance Reporting Officer | MEKH - Market Price                        | 1     |
| Financial Reporting Manag | MEKH - Market Price                        | 1     |
| Financial Reporting Offic | MEKH - Market Price                        | 1     |
| Financial Reporting Senio | MEKH - Market Price                        | 1     |
| Internal Auditor          | MEKH - Market Price                        | 1     |
| SAP Support               | MEKH - Market Price                        | 1     |
| Accounting Officer        | MELB - Purch. Transactions by Tracking No. | 1     |
| Asset Officer             | MELB - Purch. Transactions by Tracking No. | 1     |
| Budget & Control Supervis | MELB - Purch. Transactions by Tracking No. | 1     |
| Budget Officer            | MELB - Purch. Transactions by Tracking No. | 1     |
| Building & General Asset  | MELB - Purch. Transactions by Tracking No. | 1     |
| Elect. P & C Engineer     | MELB - Purch. Transactions by Tracking No. | 1     |
| Electrical Supervisor     | MELB - Purch. Transactions by Tracking No. | 1     |
| Engineering Manager       | MELB - Purch. Transactions by Tracking No. | 1     |
| Finance & Adm General Man | MELB - Purch. Transactions by Tracking No. | 1     |
| Finance Admin             | MELB - Purch. Transactions by Tracking No. | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | MELB - Purch. Transactions by Tracking No. | 1     |
| Financial & Accounting Su | MELB - Purch. Transactions by Tracking No. | 1     |
| Financial Control Departm | MELB - Purch. Transactions by Tracking No. | 1     |
| Financial Reporting Manag | MELB - Purch. Transactions by Tracking No. | 1     |
| Financial Reporting Offic | MELB - Purch. Transactions by Tracking No. | 1     |
| Financial Reporting Super | MELB - Purch. Transactions by Tracking No. | 1     |
| Managerial Reporting Supe | MELB - Purch. Transactions by Tracking No. | 1     |
| Mech & Elect Superintende | MELB - Purch. Transactions by Tracking No. | 1     |
| Mech. P & C Engineer      | MELB - Purch. Transactions by Tracking No. | 1     |
| Mechanical Supervisor     | MELB - Purch. Transactions by Tracking No. | 1     |
| MGM_REP                   | MELB - Purch. Transactions by Tracking No. | 1     |
| Mgt Reporting & Budget Se | MELB - Purch. Transactions by Tracking No. | 1     |
| P&C Superintendent        | MELB - Purch. Transactions by Tracking No. | 1     |
| Plant Maintenance Officer | MELB - Purch. Transactions by Tracking No. | 1     |
| External Auditor          | MEQ3 - Display Quota Arrangement           | 1     |
| Finance Reporting Officer | MEQ3 - Display Quota Arrangement           | 1     |
| Financial Reporting Manag | MEQ3 - Display Quota Arrangement           | 1     |
| Financial Reporting Offic | MEQ3 - Display Quota Arrangement           | 1     |
| Financial Reporting Senio | MEQ3 - Display Quota Arrangement           | 1     |
| Internal Auditor          | MEQ3 - Display Quota Arrangement           | 1     |
| SAP Support               | MEQ3 - Display Quota Arrangement           | 1     |
| External Auditor          | MEQM - Quota Arrangement for Material      | 1     |
| Finance Reporting Officer | MEQM - Quota Arrangement for Material      | 1     |
| Financial Reporting Manag | MEQM - Quota Arrangement for Material      | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | MEQM - Quota Arrangement for Material      | 1     |
| Financial Reporting Senio | MEQM - Quota Arrangement for Material      | 1     |
| Internal Auditor          | MEQM - Quota Arrangement for Material      | 1     |
| SAP Support               | MEQM - Quota Arrangement for Material      | 1     |
| External Auditor          | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| Finance Reporting Officer | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| Financial Reporting Manag | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| Financial Reporting Offic | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| Financial Reporting Senio | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| Internal Auditor          | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| SAP Support               | MF47 - Open Reprocessing Records / Pr.Line | 1     |
| Accounting Administrator  | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Accounting Manager        | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Accounting Officer        | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| AP & AR Control Superviso | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Finance Admin             | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Finance Rep. & Analyst Ma | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Finance Reporting Officer | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Financial & Accounting Su | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Financial Control Departm | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Financial Reporting Manag | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Financial Reporting Offic | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Financial Reporting Senio | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |
| Financial Reporting Super | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.   | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Gen. Accounting Superviso | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.      | 1     |
| President Director        | MFN1 - Actual Reval.: PrCstCol. Ind.Pro.      | 1     |
| P. Quality & D. Control M | MFPR - Process Inspection Lot for Versions    | 1     |
| PQDC Officer              | MFPR - Process Inspection Lot for Versions    | 1     |
| CPP & Hauling Road Superv | MI01 - Create Physical Inventory Document     | 1     |
| CPP Supervisor            | MI01 - Create Physical Inventory Document     | 1     |
| Logistic Section Head     | MI01 - Create Physical Inventory Document     | 1     |
| Traffic & Admin Superinte | MI01 - Create Physical Inventory Document     | 1     |
| CPP Superintendent        | MI02 - Change Physical Inventory Document     | 1     |
| Logistic Section Head     | MI02 - Change Physical Inventory Document     | 1     |
| Accounting Manager        | MI03 - Display Physical Inventory<br>Document | 1     |
| Contract Management Engin | MI03 - Display Physical Inventory<br>Document | 1     |
| Default position          | MI03 - Display Physical Inventory<br>Document | 1     |
| External Auditor          | MI03 - Display Physical Inventory<br>Document | 1     |
| Finance Rep. & Analyst Ma | MI03 - Display Physical Inventory<br>Document | 1     |
| Finance Reporting Officer | MI03 - Display Physical Inventory<br>Document | 1     |
| Financial Control Departm | MI03 - Display Physical Inventory<br>Document | 1     |
| Financial Reporting Manag | MI03 - Display Physical Inventory<br>Document | 1     |
| Financial Reporting Offic | MI03 - Display Physical Inventory<br>Document | 1     |
| Financial Reporting Senio | MI03 - Display Physical Inventory<br>Document | 1     |
| Internal Auditor          | MI03 - Display Physical Inventory<br>Document | 1     |
| Logistic GL               | MI03 - Display Physical Inventory<br>Document | 1     |
| Logistic GL Parts         | MI03 - Display Physical Inventory<br>Document | 1     |
| Logistic Officer          | MI03 - Display Physical Inventory Document    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Logistic Supervisor       | MI03 - Display Physical Inventory<br>Document | 1     |
| SAP Support               | MI03 - Display Physical Inventory<br>Document | 1     |
| Warehouse Crew            | MI03 - Display Physical Inventory Document    | 1     |
| CPP & Hauling Road Superv | MI04 - Enter Inventory Count with Document    | 1     |
| CPP Supervisor            | MI04 - Enter Inventory Count with Document    | 1     |
| Default position          | MI04 - Enter Inventory Count with Document    | 1     |
| Logistic GL               | MI04 - Enter Inventory Count with Document    | 1     |
| Logistic GL Parts         | MI04 - Enter Inventory Count with Document    | 1     |
| Logistic Officer          | MI04 - Enter Inventory Count with Document    | 1     |
| Logistic Supervisor       | MI04 - Enter Inventory Count with Document    | 1     |
| Traffic & Admin Superinte | MI04 - Enter Inventory Count with Document    | 1     |
| Warehouse Crew            | MI04 - Enter Inventory Count with Document    | 1     |
| CPP & Hauling Road Superv | MI05 - Change Inventory Count                 | 1     |
| CPP Superintendent        | MI05 - Change Inventory Count                 | 1     |
| CPP Supervisor            | MI05 - Change Inventory Count                 | 1     |
| Default position          | MI05 - Change Inventory Count                 | 1     |
| Logistic GL               | MI05 - Change Inventory Count                 | 1     |
| Logistic GL Parts         | MI05 - Change Inventory Count                 | 1     |
| Logistic Officer          | MI05 - Change Inventory Count                 | 1     |
| Logistic Supervisor       | MI05 - Change Inventory Count                 | 1     |
| Traffic & Admin Superinte | MI05 - Change Inventory Count                 | 1     |
| Warehouse Crew            | MI05 - Change Inventory Count                 | 1     |
| CPP & Hauling Road Superv | MI06 - Display Inventory Count                | 1     |
| CPP Supervisor            | MI06 - Display Inventory Count                | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Default position          | MI06 - Display Inventory Count             | 1     |
| External Auditor          | MI06 - Display Inventory Count             | 1     |
| Finance Reporting Officer | MI06 - Display Inventory Count             | 1     |
| Financial Reporting Manag | MI06 - Display Inventory Count             | 1     |
| Financial Reporting Offic | MI06 - Display Inventory Count             | 1     |
| Financial Reporting Senio | MI06 - Display Inventory Count             | 1     |
| Internal Auditor          | MI06 - Display Inventory Count             | 1     |
| Logistic GL               | MI06 - Display Inventory Count             | 1     |
| Logistic GL Parts         | MI06 - Display Inventory Count             | 1     |
| Logistic Officer          | MI06 - Display Inventory Count             | 1     |
| Logistic Supervisor       | MI06 - Display Inventory Count             | 1     |
| SAP Support               | MI06 - Display Inventory Count             | 1     |
| Traffic & Admin Superinte | MI06 - Display Inventory Count             | 1     |
| Warehouse Crew            | MI06 - Display Inventory Count             | 1     |
| CPP Superintendent        | MI07 - Process List of Differences         | 1     |
| Logistic Manager          | MI07 - Process List of Differences         | 1     |
| Contract Management Engin | MI11 - Recount Physical Inventory Document | 1     |
| CPP & Hauling Road Superv | MI11 - Recount Physical Inventory Document | 1     |
| CPP Supervisor            | MI11 - Recount Physical Inventory Document | 1     |
| Accounting Administrator  | MI12 - Display changes                     | 1     |
| Accounting Officer        | MI12 - Display changes                     | 1     |
| Default position          | MI12 - Display changes                     | 1     |
| External Auditor          | MI12 - Display changes                     | 1     |
| Finance Admin             | MI12 - Display changes                     | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance Reporting Officer | MI12 - Display changes           | 1     |
| Financial & Accounting Su | MI12 - Display changes           | 1     |
| Financial Control Departm | MI12 - Display changes           | 1     |
| Financial Reporting Manag | MI12 - Display changes           | 1     |
| Financial Reporting Offic | MI12 - Display changes           | 1     |
| Financial Reporting Senio | MI12 - Display changes           | 1     |
| Financial Reporting Super | MI12 - Display changes           | 1     |
| Gen. Accounting Superviso | MI12 - Display changes           | 1     |
| Internal Auditor          | MI12 - Display changes           | 1     |
| Logistic GL               | MI12 - Display changes           | 1     |
| Logistic GL Parts         | MI12 - Display changes           | 1     |
| Logistic Officer          | MI12 - Display changes           | 1     |
| Logistic Section Head     | MI12 - Display changes           | 1     |
| Logistic Supervisor       | MI12 - Display changes           | 1     |
| SAP Support               | MI12 - Display changes           | 1     |
| Warehouse Crew            | MI12 - Display changes           | 1     |
| Accounting Administrator  | MI20 - Print List of Differences | 1     |
| Accounting Officer        | MI20 - Print List of Differences | 1     |
| Contract Management Engin | MI20 - Print List of Differences | 1     |
| CPP Superintendent        | MI20 - Print List of Differences | 1     |
| Default position          | MI20 - Print List of Differences | 1     |
| External Auditor          | MI20 - Print List of Differences | 1     |
| Finance Admin             | MI20 - Print List of Differences | 1     |
| Finance Reporting Officer | MI20 - Print List of Differences | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Financial & Accounting Su | MI20 - Print List of Differences         | 1     |
| Financial Control Departm | MI20 - Print List of Differences         | 1     |
| Financial Reporting Manag | MI20 - Print List of Differences         | 1     |
| Financial Reporting Offic | MI20 - Print List of Differences         | 1     |
| Financial Reporting Senio | MI20 - Print List of Differences         | 1     |
| Financial Reporting Super | MI20 - Print List of Differences         | 1     |
| Gen. Accounting Superviso | MI20 - Print List of Differences         | 1     |
| Internal Auditor          | MI20 - Print List of Differences         | 1     |
| Logistic GL               | MI20 - Print List of Differences         | 1     |
| Logistic GL Parts         | MI20 - Print List of Differences         | 1     |
| Logistic Officer          | MI20 - Print List of Differences         | 1     |
| Logistic Section Head     | MI20 - Print List of Differences         | 1     |
| Logistic Supervisor       | MI20 - Print List of Differences         | 1     |
| SAP Support               | MI20 - Print List of Differences         | 1     |
| Warehouse Crew            | MI20 - Print List of Differences         | 1     |
| Accounting Administrator  | MI21 - Print physical inventory document | 1     |
| Accounting Officer        | MI21 - Print physical inventory document | 1     |
| Default position          | MI21 - Print physical inventory document | 1     |
| Finance Admin             | MI21 - Print physical inventory document | 1     |
| Financial & Accounting Su | MI21 - Print physical inventory document | 1     |
| Financial Control Departm | MI21 - Print physical inventory document | 1     |
| Financial Reporting Manag | MI21 - Print physical inventory document | 1     |
| Financial Reporting Super | MI21 - Print physical inventory document | 1     |
| Gen. Accounting Superviso | MI21 - Print physical inventory document | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Logistic GL               | MI21 - Print physical inventory document       | 1     |
| Logistic GL Parts         | MI21 - Print physical inventory document       | 1     |
| Logistic Officer          | MI21 - Print physical inventory document       | 1     |
| Logistic Section Head     | MI21 - Print physical inventory document       | 1     |
| Logistic Supervisor       | MI21 - Print physical inventory document       | 1     |
| Warehouse Crew            | MI21 - Print physical inventory document       | 1     |
| Accounting Administrator  | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Accounting Officer        | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Default position          | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| External Auditor          | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Finance Admin             | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Finance Reporting Officer | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Financial & Accounting Su | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Financial Control Departm | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Financial Reporting Manag | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Financial Reporting Offic | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Financial Reporting Senio | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Financial Reporting Super | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Gen. Accounting Superviso | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Internal Auditor          | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Logistic GL               | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Logistic GL Parts         | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Logistic Officer          | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Logistic Section Head     | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Logistic Supervisor       | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| SAP Support               | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Warehouse Crew            | MI22 - Display Phys. Inv. Docs. f.<br>Material | 1     |
| Accounting Administrator  | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Accounting Officer        | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Default position          | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| External Auditor          | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Finance Admin             | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Finance Reporting Officer | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Financial & Accounting Su | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Financial Control Departm | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Financial Reporting Manag | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Financial Reporting Offic | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Financial Reporting Senio | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Financial Reporting Super | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Gen. Accounting Superviso | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Internal Auditor          | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Logistic GL               | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Logistic GL Parts         | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Logistic Officer          | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Logistic Section Head     | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Logistic Supervisor       | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| SAP Support               | MI23 - Disp. Phys. Inv. Data for Material      | 1     |
| Warehouse Crew            | MI23 - Disp. Phys. Inv. Data for Material      | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Accounting Administrator  | MI24 - Physical Inventory List | 1     |
| Accounting Officer        | MI24 - Physical Inventory List | 1     |
| CPP & Hauling Road Superv | MI24 - Physical Inventory List | 1     |
| CPP Superintendent        | MI24 - Physical Inventory List | 1     |
| CPP Supervisor            | MI24 - Physical Inventory List | 1     |
| Default position          | MI24 - Physical Inventory List | 1     |
| External Auditor          | MI24 - Physical Inventory List | 1     |
| Finance Admin             | MI24 - Physical Inventory List | 1     |
| Finance Reporting Officer | MI24 - Physical Inventory List | 1     |
| Financial & Accounting Su | MI24 - Physical Inventory List | 1     |
| Financial Control Departm | MI24 - Physical Inventory List | 1     |
| Financial Reporting Manag | MI24 - Physical Inventory List | 1     |
| Financial Reporting Offic | MI24 - Physical Inventory List | 1     |
| Financial Reporting Senio | MI24 - Physical Inventory List | 1     |
| Financial Reporting Super | MI24 - Physical Inventory List | 1     |
| Gen. Accounting Superviso | MI24 - Physical Inventory List | 1     |
| Internal Auditor          | MI24 - Physical Inventory List | 1     |
| Logistic GL               | MI24 - Physical Inventory List | 1     |
| Logistic GL Parts         | MI24 - Physical Inventory List | 1     |
| Logistic Officer          | MI24 - Physical Inventory List | 1     |
| Logistic Section Head     | MI24 - Physical Inventory List | 1     |
| Logistic Supervisor       | MI24 - Physical Inventory List | 1     |
| SAP Support               | MI24 - Physical Inventory List | 1     |
| Traffic & Admin Superinte | MI24 - Physical Inventory List | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Warehouse Crew            | MI24 - Physical Inventory List              | 1     |
| Accounting Administrator  | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Accounting Officer        | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Default position          | MIAL - Inventory Documents: Read<br>Archive | 1     |
| External Auditor          | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Finance Admin             | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Finance Reporting Officer | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Financial & Accounting Su | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Financial Control Departm | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Financial Reporting Manag | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Financial Reporting Offic | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Financial Reporting Senio | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Financial Reporting Super | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Gen. Accounting Superviso | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Internal Auditor          | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Logistic GL               | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Logistic GL Parts         | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Logistic Officer          | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Logistic Section Head     | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Logistic Supervisor       | MIAL - Inventory Documents: Read<br>Archive | 1     |
| SAP Support               | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Warehouse Crew            | MIAL - Inventory Documents: Read<br>Archive | 1     |
| Accounting Administrator  | MIDO - Physical Inventory Overview          | 1     |
| Accounting Officer        | MIDO - Physical Inventory Overview          | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Default position          | MIDO - Physical Inventory Overview | 1     |
| External Auditor          | MIDO - Physical Inventory Overview | 1     |
| Finance Admin             | MIDO - Physical Inventory Overview | 1     |
| Finance Reporting Officer | MIDO - Physical Inventory Overview | 1     |
| Financial & Accounting Su | MIDO - Physical Inventory Overview | 1     |
| Financial Control Departm | MIDO - Physical Inventory Overview | 1     |
| Financial Reporting Manag | MIDO - Physical Inventory Overview | 1     |
| Financial Reporting Offic | MIDO - Physical Inventory Overview | 1     |
| Financial Reporting Senio | MIDO - Physical Inventory Overview | 1     |
| Financial Reporting Super | MIDO - Physical Inventory Overview | 1     |
| Gen. Accounting Superviso | MIDO - Physical Inventory Overview | 1     |
| Internal Auditor          | MIDO - Physical Inventory Overview | 1     |
| Logistic GL               | MIDO - Physical Inventory Overview | 1     |
| Logistic GL Parts         | MIDO - Physical Inventory Overview | 1     |
| Logistic Officer          | MIDO - Physical Inventory Overview | 1     |
| Logistic Section Head     | MIDO - Physical Inventory Overview | 1     |
| Logistic Supervisor       | MIDO - Physical Inventory Overview | 1     |
| SAP Support               | MIDO - Physical Inventory Overview | 1     |
| Warehouse Crew            | MIDO - Physical Inventory Overview | 1     |
| Administration Staff      | MIGO - Goods Movement              | 1     |
| CPP & Hauling Road Superv | MIGO - Goods Movement              | 1     |
| CPP Superintendent        | MIGO - Goods Movement              | 1     |
| CPP Supervisor            | MIGO - Goods Movement              | 1     |
| Default position          | MIGO - Goods Movement              | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| HO Support Service Superv | MIGO - Goods Movement    | 1     |
| Lati Port Supervisor      | MIGO - Goods Movement    | 1     |
| Logistic GL               | MIGO - Goods Movement    | 1     |
| Logistic GL Parts         | MIGO - Goods Movement    | 1     |
| Logistic Officer          | MIGO - Goods Movement    | 1     |
| Logistic Section Head     | MIGO - Goods Movement    | 1     |
| Logistic Supervisor       | MIGO - Goods Movement    | 1     |
| Marine Support Officer    | MIGO - Goods Movement    | 1     |
| Port Engineer             | MIGO - Goods Movement    | 1     |
| PQDC Officer              | MIGO - Goods Movement    | 1     |
| Production Administration | MIGO - Goods Movement    | 1     |
| Sambarata Port Supervisor | MIGO - Goods Movement    | 1     |
| Shipment Admin Officer    | MIGO - Goods Movement    | 1     |
| Shipping Admin Officer    | MIGO - Goods Movement    | 1     |
| Suaran Port Supervisor    | MIGO - Goods Movement    | 1     |
| Traffic & Admin Superinte | MIGO - Goods Movement    | 1     |
| Transhipment Supervisor   | MIGO - Goods Movement    | 1     |
| Transport Analyst         | MIGO - Goods Movement    | 1     |
| Warehouse Crew            | MIGO - Goods Movement    | 1     |
| Default position          | MIGO_GI - Goods Movement | 1     |
| Logistic GL               | MIGO_GI - Goods Movement | 1     |
| Logistic GL Parts         | MIGO_GI - Goods Movement | 1     |
| Logistic Officer          | MIGO_GI - Goods Movement | 1     |
| Logistic Section Head     | MIGO_GI - Goods Movement | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Logistic Supervisor       | MIGO_GI - Goods Movement         | 1     |
| Warehouse Crew            | MIGO_GI - Goods Movement         | 1     |
| Default position          | MIGO_GO - Goods Movement         | 1     |
| Logistic GL               | MIGO_GO - Goods Movement         | 1     |
| Logistic GL Parts         | MIGO_GO - Goods Movement         | 1     |
| Logistic Officer          | MIGO_GO - Goods Movement         | 1     |
| Logistic Section Head     | MIGO_GO - Goods Movement         | 1     |
| Logistic Supervisor       | MIGO_GO - Goods Movement         | 1     |
| Warehouse Crew            | MIGO_GO - Goods Movement         | 1     |
| Default position          | MIGO_GR - Goods Movement         | 1     |
| Logistic GL               | MIGO_GR - Goods Movement         | 1     |
| Logistic GL Parts         | MIGO_GR - Goods Movement         | 1     |
| Logistic Officer          | MIGO_GR - Goods Movement         | 1     |
| Logistic Section Head     | MIGO_GR - Goods Movement         | 1     |
| Logistic Supervisor       | MIGO_GR - Goods Movement         | 1     |
| Warehouse Crew            | MIGO_GR - Goods Movement         | 1     |
| Accounting & Tax Officer  | MIR4 - Call MIRO - Change Status | 1     |
| Accounting Administrator  | MIR4 - Call MIRO - Change Status | 1     |
| Accounting Manager        | MIR4 - Call MIRO - Change Status | 1     |
| Accounting Officer        | MIR4 - Call MIRO - Change Status | 1     |
| Admin & Data Processing S | MIR4 - Call MIRO - Change Status | 1     |
| Admin Doc. Filling        | MIR4 - Call MIRO - Change Status | 1     |
| Administration Staff      | MIR4 - Call MIRO - Change Status | 1     |
| AP & AR Control Superviso | MIR4 - Call MIRO - Change Status | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| AP Control Manager             | MIR4 - Call MIRO - Change Status | 1     |
| AP Control Superintendent      | MIR4 - Call MIRO - Change Status | 1     |
| AP Controller                  | MIR4 - Call MIRO - Change Status | 1     |
| AP Officer                     | MIR4 - Call MIRO - Change Status | 1     |
| AR Control Superintendent      | MIR4 - Call MIRO - Change Status | 1     |
| Budget & Control Supervis      | MIR4 - Call MIRO - Change Status | 1     |
| Budget Officer                 | MIR4 - Call MIRO - Change Status | 1     |
| Cash Management Administration | MIR4 - Call MIRO - Change Status | 1     |
| Contract Management Engin      | MIR4 - Call MIRO - Change Status | 1     |
| Default position               | MIR4 - Call MIRO - Change Status | 1     |
| External Auditor               | MIR4 - Call MIRO - Change Status | 1     |
| Finance & Adm General Man      | MIR4 - Call MIRO - Change Status | 1     |
| Finance Admin                  | MIR4 - Call MIRO - Change Status | 1     |
| Finance Rep. & Analyst Ma      | MIR4 - Call MIRO - Change Status | 1     |
| Finance Reporting Officer      | MIR4 - Call MIRO - Change Status | 1     |
| Financial & Accounting Su      | MIR4 - Call MIRO - Change Status | 1     |
| Financial Control Departm      | MIR4 - Call MIRO - Change Status | 1     |
| Financial Reporting Manag      | MIR4 - Call MIRO - Change Status | 1     |
| Financial Reporting Offic      | MIR4 - Call MIRO - Change Status | 1     |
| Financial Reporting Senio      | MIR4 - Call MIRO - Change Status | 1     |
| Financial Reporting Super      | MIR4 - Call MIRO - Change Status | 1     |
| GA Service Supervisor          | MIR4 - Call MIRO - Change Status | 1     |
| Gen. Accounting Superviso      | MIR4 - Call MIRO - Change Status | 1     |
| Infrastructure Dev. Plan       | MIR4 - Call MIRO - Change Status | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Internal Auditor          | MIR4 - Call MIRO - Change Status            | 1     |
| IR & Welfare Superintende | MIR4 - Call MIRO - Change Status            | 1     |
| Managerial Reporting Supe | MIR4 - Call MIRO - Change Status            | 1     |
| Marine Support Officer    | MIR4 - Call MIRO - Change Status            | 1     |
| MGM_REP                   | MIR4 - Call MIRO - Change Status            | 1     |
| Mgt Reporting & Budget Se | MIR4 - Call MIRO - Change Status            | 1     |
| Operation Support Service | MIR4 - Call MIRO - Change Status            | 1     |
| Planning & Design Eng.    | MIR4 - Call MIRO - Change Status            | 1     |
| Port Engineer             | MIR4 - Call MIRO - Change Status            | 1     |
| PQDC Officer              | MIR4 - Call MIRO - Change Status            | 1     |
| President Director        | MIR4 - Call MIRO - Change Status            | 1     |
| Production Administration | MIR4 - Call MIRO - Change Status            | 1     |
| Project Officer           | MIR4 - Call MIRO - Change Status            | 1     |
| SAP Support               | MIR4 - Call MIRO - Change Status            | 1     |
| Shared Service Unit Gener | MIR4 - Call MIRO - Change Status            | 1     |
| Shipment Admin Officer    | MIR4 - Call MIRO - Change Status            | 1     |
| Shipping Admin Officer    | MIR4 - Call MIRO - Change Status            | 1     |
| Supporting Infr. Dev. Sup | MIR4 - Call MIRO - Change Status            | 1     |
| Tax Manager               | MIR4 - Call MIRO - Change Status            | 1     |
| Tax Officer               | MIR4 - Call MIRO - Change Status            | 1     |
| Transhipment Supervisor   | MIR4 - Call MIRO - Change Status            | 1     |
| Treasury Administration   | MIR4 - Call MIRO - Change Status            | 1     |
| Accounting Manager        | MIR5 - Display List of Invoice<br>Documents | 1     |
| Admin & Data Processing S | MIR5 - Display List of Invoice<br>Documents | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Admin Doc. Filling        | MIR5 - Display List of Invoice<br>Documents | 1     |
| Administration Staff      | MIR5 - Display List of Invoice<br>Documents | 1     |
| AP Control Manager        | MIR5 - Display List of Invoice<br>Documents | 1     |
| AP Control Superintendent | MIR5 - Display List of Invoice<br>Documents | 1     |
| AP Officer                | MIR5 - Display List of Invoice<br>Documents | 1     |
| AR Control Superintendent | MIR5 - Display List of Invoice<br>Documents | 1     |
| External Auditor          | MIR5 - Display List of Invoice<br>Documents | 1     |
| Finance & Adm General Man | MIR5 - Display List of Invoice<br>Documents | 1     |
| Finance Rep. & Analyst Ma | MIR5 - Display List of Invoice<br>Documents | 1     |
| Finance Reporting Officer | MIR5 - Display List of Invoice<br>Documents | 1     |
| Financial & Accounting Su | MIR5 - Display List of Invoice<br>Documents | 1     |
| Financial Control Departm | MIR5 - Display List of Invoice<br>Documents | 1     |
| Financial Reporting Manag | MIR5 - Display List of Invoice<br>Documents | 1     |
| Financial Reporting Offic | MIR5 - Display List of Invoice<br>Documents | 1     |
| Financial Reporting Senio | MIR5 - Display List of Invoice<br>Documents | 1     |
| Financial Reporting Super | MIR5 - Display List of Invoice<br>Documents | 1     |
| GA Service Supervisor     | MIR5 - Display List of Invoice<br>Documents | 1     |
| Internal Auditor          | MIR5 - Display List of Invoice<br>Documents | 1     |
| Operation Support Service | MIR5 - Display List of Invoice<br>Documents | 1     |
| President Director        | MIR5 - Display List of Invoice<br>Documents | 1     |
| SAP Support               | MIR5 - Display List of Invoice<br>Documents | 1     |
| Shared Service Unit Gener | MIR5 - Display List of Invoice<br>Documents | 1     |
| Accounting & Tax Officer  | MIR6 - Invoice Overview                     | 1     |
| Accounting Administrator  | MIR6 - Invoice Overview                     | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Accounting Manager        | MIR6 - Invoice Overview | 1     |
| Accounting Officer        | MIR6 - Invoice Overview | 1     |
| Administration Staff      | MIR6 - Invoice Overview | 1     |
| AP Control Manager        | MIR6 - Invoice Overview | 1     |
| AP Control Superintendent | MIR6 - Invoice Overview | 1     |
| AR Control Superintendent | MIR6 - Invoice Overview | 1     |
| Budget & Control Supervis | MIR6 - Invoice Overview | 1     |
| Budget Officer            | MIR6 - Invoice Overview | 1     |
| Default position          | MIR6 - Invoice Overview | 1     |
| Finance & Adm General Man | MIR6 - Invoice Overview | 1     |
| Finance Admin             | MIR6 - Invoice Overview | 1     |
| Finance Rep. & Analyst Ma | MIR6 - Invoice Overview | 1     |
| Finance Reporting Officer | MIR6 - Invoice Overview | 1     |
| Financial & Accounting Su | MIR6 - Invoice Overview | 1     |
| Financial Control Departm | MIR6 - Invoice Overview | 1     |
| Financial Reporting Manag | MIR6 - Invoice Overview | 1     |
| Financial Reporting Offic | MIR6 - Invoice Overview | 1     |
| Financial Reporting Super | MIR6 - Invoice Overview | 1     |
| Gen. Accounting Superviso | MIR6 - Invoice Overview | 1     |
| Managerial Reporting Supe | MIR6 - Invoice Overview | 1     |
| MGM_REP                   | MIR6 - Invoice Overview | 1     |
| Mgt Reporting & Budget Se | MIR6 - Invoice Overview | 1     |
| President Director        | MIR6 - Invoice Overview | 1     |
| Shared Service Unit Gener | MIR6 - Invoice Overview | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Tax Manager               | MIR6 - Invoice Overview       | 1     |
| Tax Officer               | MIR6 - Invoice Overview       | 1     |
| Admin & Data Processing S | MIR7 - Park Invoice           | 1     |
| Admin Doc. Filling        | MIR7 - Park Invoice           | 1     |
| Administration Staff      | MIR7 - Park Invoice           | 1     |
| AP Control Manager        | MIR7 - Park Invoice           | 1     |
| AP Control Superintendent | MIR7 - Park Invoice           | 1     |
| AP Officer                | MIR7 - Park Invoice           | 1     |
| AR Control Superintendent | MIR7 - Park Invoice           | 1     |
| Finance & Adm General Man | MIR7 - Park Invoice           | 1     |
| Finance Reporting Officer | MIR7 - Park Invoice           | 1     |
| Financial & Accounting Su | MIR7 - Park Invoice           | 1     |
| Financial Reporting Manag | MIR7 - Park Invoice           | 1     |
| Financial Reporting Offic | MIR7 - Park Invoice           | 1     |
| Financial Reporting Super | MIR7 - Park Invoice           | 1     |
| GA Service Supervisor     | MIR7 - Park Invoice           | 1     |
| Operation Support Service | MIR7 - Park Invoice           | 1     |
| SAP Support               | MIR7 - Park Invoice           | 1     |
| Shared Service Unit Gener | MIR7 - Park Invoice           | 1     |
| Admin & Data Processing S | MIRO - Enter Incoming Invoice | 1     |
| Admin Doc. Filling        | MIRO - Enter Incoming Invoice | 1     |
| Administration Staff      | MIRO - Enter Incoming Invoice | 1     |
| AP Control Manager        | MIRO - Enter Incoming Invoice | 1     |
| AP Control Superintendent | MIRO - Enter Incoming Invoice | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| AP Officer                | MIRO - Enter Incoming Invoice      | 1     |
| AR Control Superintendent | MIRO - Enter Incoming Invoice      | 1     |
| Finance & Adm General Man | MIRO - Enter Incoming Invoice      | 1     |
| Finance Reporting Officer | MIRO - Enter Incoming Invoice      | 1     |
| Financial & Accounting Su | MIRO - Enter Incoming Invoice      | 1     |
| Financial Reporting Manag | MIRO - Enter Incoming Invoice      | 1     |
| Financial Reporting Offic | MIRO - Enter Incoming Invoice      | 1     |
| Financial Reporting Super | MIRO - Enter Incoming Invoice      | 1     |
| GA Service Supervisor     | MIRO - Enter Incoming Invoice      | 1     |
| Operation Support Service | MIRO - Enter Incoming Invoice      | 1     |
| Shared Service Unit Gener | MIRO - Enter Incoming Invoice      | 1     |
| External Auditor          | MIS3 - Display Inventory Sampling  | 1     |
| Finance Reporting Officer | MIS3 - Display Inventory Sampling  | 1     |
| Financial Reporting Manag | MIS3 - Display Inventory Sampling  | 1     |
| Financial Reporting Offic | MIS3 - Display Inventory Sampling  | 1     |
| Financial Reporting Senio | MIS3 - Display Inventory Sampling  | 1     |
| Internal Auditor          | MIS3 - Display Inventory Sampling  | 1     |
| SAP Support               | MIS3 - Display Inventory Sampling  | 1     |
| Procurement Officer       | MK03 - Display vendor (Purchasing) | 1     |
| Purchasing Adm. Officer   | MK03 - Display vendor (Purchasing) | 1     |
| Purchasing Officer        | MK03 - Display vendor (Purchasing) | 1     |
| Tender Officer            | MK03 - Display vendor (Purchasing) | 1     |
| Accounting Administrator  | MKVZ - List of Vendors: Purchasing | 1     |
| Accounting Manager        | MKVZ - List of Vendors: Purchasing | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Accounting Officer        | MKVZ - List of Vendors: Purchasing | 1     |
| AP & AR Control Superviso | MKVZ - List of Vendors: Purchasing | 1     |
| AP Controller             | MKVZ - List of Vendors: Purchasing | 1     |
| Bank & Trade Finance Mana | MKVZ - List of Vendors: Purchasing | 1     |
| Cost Estimator & Control  | MKVZ - List of Vendors: Purchasing | 1     |
| External Auditor          | MKVZ - List of Vendors: Purchasing | 1     |
| Finance Admin             | MKVZ - List of Vendors: Purchasing | 1     |
| Finance Rep. & Analyst Ma | MKVZ - List of Vendors: Purchasing | 1     |
| Finance Reporting Officer | MKVZ - List of Vendors: Purchasing | 1     |
| Financial & Accounting Su | MKVZ - List of Vendors: Purchasing | 1     |
| Financial Control Departm | MKVZ - List of Vendors: Purchasing | 1     |
| Financial Reporting Manag | MKVZ - List of Vendors: Purchasing | 1     |
| Financial Reporting Offic | MKVZ - List of Vendors: Purchasing | 1     |
| Financial Reporting Senio | MKVZ - List of Vendors: Purchasing | 1     |
| Financial Reporting Super | MKVZ - List of Vendors: Purchasing | 1     |
| Gen. Accounting Superviso | MKVZ - List of Vendors: Purchasing | 1     |
| Internal Auditor          | MKVZ - List of Vendors: Purchasing | 1     |
| IR & Welfare Superintende | MKVZ - List of Vendors: Purchasing | 1     |
| President Director        | MKVZ - List of Vendors: Purchasing | 1     |
| Procurement Officer       | MKVZ - List of Vendors: Purchasing | 1     |
| Purchasing Adm. Officer   | MKVZ - List of Vendors: Purchasing | 1     |
| Purchasing Manager        | MKVZ - List of Vendors: Purchasing | 1     |
| Purchasing Officer        | MKVZ - List of Vendors: Purchasing | 1     |
| SAP Support               | MKVZ - List of Vendors: Purchasing | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Tender Officer            | MKVZ - List of Vendors: Purchasing | 1     |
| Treasury & Bangking Manag | MKVZ - List of Vendors: Purchasing | 1     |
| Accounting Officer        | ML35 - Display Vendor Conditions   | 1     |
| Budget & Control Supervis | ML35 - Display Vendor Conditions   | 1     |
| Budget Officer            | ML35 - Display Vendor Conditions   | 1     |
| Finance & Adm General Man | ML35 - Display Vendor Conditions   | 1     |
| Finance Admin             | ML35 - Display Vendor Conditions   | 1     |
| Finance Reporting Officer | ML35 - Display Vendor Conditions   | 1     |
| Financial & Accounting Su | ML35 - Display Vendor Conditions   | 1     |
| Financial Control Departm | ML35 - Display Vendor Conditions   | 1     |
| Financial Reporting Manag | ML35 - Display Vendor Conditions   | 1     |
| Financial Reporting Offic | ML35 - Display Vendor Conditions   | 1     |
| Financial Reporting Super | ML35 - Display Vendor Conditions   | 1     |
| Managerial Reporting Supe | ML35 - Display Vendor Conditions   | 1     |
| MGM_REP                   | ML35 - Display Vendor Conditions   | 1     |
| Mgt Reporting & Budget Se | ML35 - Display Vendor Conditions   | 1     |
| Accounting Manager        | ML45 - Display Service Conditions  | 1     |
| Accounting Officer        | ML45 - Display Service Conditions  | 1     |
| AP Control Manager        | ML45 - Display Service Conditions  | 1     |
| AR Control Superintendent | ML45 - Display Service Conditions  | 1     |
| AR NON Trade Control Serv | ML45 - Display Service Conditions  | 1     |
| AR Officer                | ML45 - Display Service Conditions  | 1     |
| AR Trade Control Service  | ML45 - Display Service Conditions  | 1     |
| Bank & Trade Finance Mana | ML45 - Display Service Conditions  | 1     |

| HR Position                    | Code Matrix                       | Count |
|--------------------------------|-----------------------------------|-------|
| Bank Rels. Officer & Cash      | ML45 - Display Service Conditions | 1     |
| Budget & Control Supervis      | ML45 - Display Service Conditions | 1     |
| Budget Officer                 | ML45 - Display Service Conditions | 1     |
| Cash Management Administration | ML45 - Display Service Conditions | 1     |
| Cash Management Officer        | ML45 - Display Service Conditions | 1     |
| Contract Management Engin      | ML45 - Display Service Conditions | 1     |
| Default position               | ML45 - Display Service Conditions | 1     |
| Electrical Supervisor          | ML45 - Display Service Conditions | 1     |
| Finance & Adm General Man      | ML45 - Display Service Conditions | 1     |
| Finance Admin                  | ML45 - Display Service Conditions | 1     |
| Finance Rep. & Analyst Ma      | ML45 - Display Service Conditions | 1     |
| Finance Reporting Officer      | ML45 - Display Service Conditions | 1     |
| Financial & Accounting Su      | ML45 - Display Service Conditions | 1     |
| Financial Control Departm      | ML45 - Display Service Conditions | 1     |
| Financial Reporting Manag      | ML45 - Display Service Conditions | 1     |
| Financial Reporting Offic      | ML45 - Display Service Conditions | 1     |
| Financial Reporting Super      | ML45 - Display Service Conditions | 1     |
| Infrastructure Dev. Plan       | ML45 - Display Service Conditions | 1     |
| Managerial Reporting Supe      | ML45 - Display Service Conditions | 1     |
| Marine Support Officer         | ML45 - Display Service Conditions | 1     |
| Mech & Elect Superintende      | ML45 - Display Service Conditions | 1     |
| Mechanical Supervisor          | ML45 - Display Service Conditions | 1     |
| MGM_REP                        | ML45 - Display Service Conditions | 1     |
| Mgt Reporting & Budget Se      | ML45 - Display Service Conditions | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| P&C Superintendent        | ML45 - Display Service Conditions | 1     |
| Planning & Design Eng.    | ML45 - Display Service Conditions | 1     |
| Plant Maintenance Officer | ML45 - Display Service Conditions | 1     |
| Port Engineer             | ML45 - Display Service Conditions | 1     |
| PQDC Officer              | ML45 - Display Service Conditions | 1     |
| Procurement Officer       | ML45 - Display Service Conditions | 1     |
| Production Administration | ML45 - Display Service Conditions | 1     |
| Project Officer           | ML45 - Display Service Conditions | 1     |
| Purchasing Adm. Officer   | ML45 - Display Service Conditions | 1     |
| Purchasing Officer        | ML45 - Display Service Conditions | 1     |
| Shared Service Unit Gener | ML45 - Display Service Conditions | 1     |
| Shipment Admin Officer    | ML45 - Display Service Conditions | 1     |
| Shipping Admin Officer    | ML45 - Display Service Conditions | 1     |
| Supporting Infr. Dev. Sup | ML45 - Display Service Conditions | 1     |
| Tender Officer            | ML45 - Display Service Conditions | 1     |
| Trade Finance Admin.      | ML45 - Display Service Conditions | 1     |
| Trade Finance Officer     | ML45 - Display Service Conditions | 1     |
| Traffic & Admin Superinte | ML45 - Display Service Conditions | 1     |
| Transhipment Supervisor   | ML45 - Display Service Conditions | 1     |
| Transport Analyst         | ML45 - Display Service Conditions | 1     |
| Treasury & Bangking Manag | ML45 - Display Service Conditions | 1     |
| Treasury Administration   | ML45 - Display Service Conditions | 1     |
| Treasury General Manager  | ML45 - Display Service Conditions | 1     |
| Treasury Settlement Offic | ML45 - Display Service Conditions | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Treasury Superintendent   | ML45 - Display Service Conditions | 1     |
| AP Control Manager        | ML46 - Change Service Conditions  | 1     |
| AR Control Superintendent | ML46 - Change Service Conditions  | 1     |
| Contract Management Engin | ML46 - Change Service Conditions  | 1     |
| Finance & Adm General Man | ML46 - Change Service Conditions  | 1     |
| Financial & Accounting Su | ML46 - Change Service Conditions  | 1     |
| Financial Control Departm | ML46 - Change Service Conditions  | 1     |
| Financial Reporting Manag | ML46 - Change Service Conditions  | 1     |
| Financial Reporting Super | ML46 - Change Service Conditions  | 1     |
| Mgt Reporting & Budget Se | ML46 - Change Service Conditions  | 1     |
| Procurement Officer       | ML46 - Change Service Conditions  | 1     |
| Production Administration | ML46 - Change Service Conditions  | 1     |
| Purchasing Adm. Officer   | ML46 - Change Service Conditions  | 1     |
| Purchasing Officer        | ML46 - Change Service Conditions  | 1     |
| Shipment Admin Officer    | ML46 - Change Service Conditions  | 1     |
| Tender Officer            | ML46 - Change Service Conditions  | 1     |
| Trade Finance Officer     | ML46 - Change Service Conditions  | 1     |
| Traffic & Admin Superinte | ML46 - Change Service Conditions  | 1     |
| Transport Analyst         | ML46 - Change Service Conditions  | 1     |
| Treasury General Manager  | ML46 - Change Service Conditions  | 1     |
| Treasury Superintendent   | ML46 - Change Service Conditions  | 1     |
| Accounting Manager        | ML47 - Display Service Conditions | 1     |
| Accounting Officer        | ML47 - Display Service Conditions | 1     |
| AP Control Manager        | ML47 - Display Service Conditions | 1     |

| HR Position                    | Code Matrix                       | Count |
|--------------------------------|-----------------------------------|-------|
| AR Control Superintendent      | ML47 - Display Service Conditions | 1     |
| AR NON Trade Control Serv      | ML47 - Display Service Conditions | 1     |
| AR Officer                     | ML47 - Display Service Conditions | 1     |
| AR Trade Control Service       | ML47 - Display Service Conditions | 1     |
| Bank & Trade Finance Mana      | ML47 - Display Service Conditions | 1     |
| Bank Rels. Officer & Cash      | ML47 - Display Service Conditions | 1     |
| Budget & Control Supervis      | ML47 - Display Service Conditions | 1     |
| Budget Officer                 | ML47 - Display Service Conditions | 1     |
| Cash Management Administration | ML47 - Display Service Conditions | 1     |
| Cash Management Officer        | ML47 - Display Service Conditions | 1     |
| Contract Management Engin      | ML47 - Display Service Conditions | 1     |
| Default position               | ML47 - Display Service Conditions | 1     |
| Electrical Supervisor          | ML47 - Display Service Conditions | 1     |
| Finance & Adm General Man      | ML47 - Display Service Conditions | 1     |
| Finance Admin                  | ML47 - Display Service Conditions | 1     |
| Finance Rep. & Analyst Ma      | ML47 - Display Service Conditions | 1     |
| Finance Reporting Officer      | ML47 - Display Service Conditions | 1     |
| Financial & Accounting Su      | ML47 - Display Service Conditions | 1     |
| Financial Control Departm      | ML47 - Display Service Conditions | 1     |
| Financial Reporting Manag      | ML47 - Display Service Conditions | 1     |
| Financial Reporting Offic      | ML47 - Display Service Conditions | 1     |
| Financial Reporting Super      | ML47 - Display Service Conditions | 1     |
| Infrastructure Dev. Plan       | ML47 - Display Service Conditions | 1     |
| Managerial Reporting Supe      | ML47 - Display Service Conditions | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Mech & Elect Superintende | ML47 - Display Service Conditions | 1     |
| Mechanical Supervisor     | ML47 - Display Service Conditions | 1     |
| MGM_REP                   | ML47 - Display Service Conditions | 1     |
| Mgt Reporting & Budget Se | ML47 - Display Service Conditions | 1     |
| P&C Superintendent        | ML47 - Display Service Conditions | 1     |
| Planning & Design Eng.    | ML47 - Display Service Conditions | 1     |
| Plant Maintenance Officer | ML47 - Display Service Conditions | 1     |
| Procurement Officer       | ML47 - Display Service Conditions | 1     |
| Production Administration | ML47 - Display Service Conditions | 1     |
| Project Officer           | ML47 - Display Service Conditions | 1     |
| Purchasing Adm. Officer   | ML47 - Display Service Conditions | 1     |
| Purchasing Officer        | ML47 - Display Service Conditions | 1     |
| Shared Service Unit Gener | ML47 - Display Service Conditions | 1     |
| Shipment Admin Officer    | ML47 - Display Service Conditions | 1     |
| Supporting Infr. Dev. Sup | ML47 - Display Service Conditions | 1     |
| Tender Officer            | ML47 - Display Service Conditions | 1     |
| Trade Finance Admin.      | ML47 - Display Service Conditions | 1     |
| Trade Finance Officer     | ML47 - Display Service Conditions | 1     |
| Traffic & Admin Superinte | ML47 - Display Service Conditions | 1     |
| Transport Analyst         | ML47 - Display Service Conditions | 1     |
| Treasury & Bangking Manag | ML47 - Display Service Conditions | 1     |
| Treasury Administration   | ML47 - Display Service Conditions | 1     |
| Treasury General Manager  | ML47 - Display Service Conditions | 1     |
| Treasury Settlement Offic | ML47 - Display Service Conditions | 1     |

| HR Position                     | Code Matrix                       | Count |
|---------------------------------|-----------------------------------|-------|
| Treasury Superintendent         | ML47 - Display Service Conditions | 1     |
| Accounting Manager              | ML81N - Service Entry Sheet       | 1     |
| Accounting Officer              | ML81N - Service Entry Sheet       | 1     |
| Administration Staff            | ML81N - Service Entry Sheet       | 1     |
| AP Control Manager              | ML81N - Service Entry Sheet       | 1     |
| AP Control Superintendent       | ML81N - Service Entry Sheet       | 1     |
| AR Control Superintendent       | ML81N - Service Entry Sheet       | 1     |
| Bank & Trade Finance Mana       | ML81N - Service Entry Sheet       | 1     |
| Bank Rels. Officer & Cash       | ML81N - Service Entry Sheet       | 1     |
| Cash Management Administration  | ML81N - Service Entry Sheet       | 1     |
| Claim & Compensation Admi       | ML81N - Service Entry Sheet       | 1     |
| ComDev Admin & Logistic         | ML81N - Service Entry Sheet       | 1     |
| Commuication & Relation Officer | ML81N - Service Entry Sheet       | 1     |
| Community Rel Admin Suppo       | ML81N - Service Entry Sheet       | 1     |
| Contract Management Engin       | ML81N - Service Entry Sheet       | 1     |
| Corporate Affairs Officer       | ML81N - Service Entry Sheet       | 1     |
| Crewing Officer                 | ML81N - Service Entry Sheet       | 1     |
| Default position                | ML81N - Service Entry Sheet       | 1     |
| ER & LM Admin Officer           | ML81N - Service Entry Sheet       | 1     |
| Executive Secretary             | ML81N - Service Entry Sheet       | 1     |
| External Auditor                | ML81N - Service Entry Sheet       | 1     |
| Finance & Adm General Man       | ML81N - Service Entry Sheet       | 1     |
| Finance Admin                   | ML81N - Service Entry Sheet       | 1     |
| Finance Analyst                 | ML81N - Service Entry Sheet       | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Finance Rep. & Analyst Ma | ML81N - Service Entry Sheet | 1     |
| Finance Reporting Officer | ML81N - Service Entry Sheet | 1     |
| Financial & Accounting Su | ML81N - Service Entry Sheet | 1     |
| Financial Control Departm | ML81N - Service Entry Sheet | 1     |
| Financial Reporting Manag | ML81N - Service Entry Sheet | 1     |
| Financial Reporting Offic | ML81N - Service Entry Sheet | 1     |
| Financial Reporting Senio | ML81N - Service Entry Sheet | 1     |
| Financial Reporting Super | ML81N - Service Entry Sheet | 1     |
| GA Officer                | ML81N - Service Entry Sheet | 1     |
| GA Supervisor             | ML81N - Service Entry Sheet | 1     |
| General Affair Manager    | ML81N - Service Entry Sheet | 1     |
| Geology & Exploration Sup | ML81N - Service Entry Sheet | 1     |
| HSE General Admin         | ML81N - Service Entry Sheet | 1     |
| Infrastructure Dev. Plan  | ML81N - Service Entry Sheet | 1     |
| Internal Audit            | ML81N - Service Entry Sheet | 1     |
| Internal Auditor          | ML81N - Service Entry Sheet | 1     |
| Lati Port Supervisor      | ML81N - Service Entry Sheet | 1     |
| Legal & Compliance Admin  | ML81N - Service Entry Sheet | 1     |
| Legal Officer             | ML81N - Service Entry Sheet | 1     |
| Marine Support Officer    | ML81N - Service Entry Sheet | 1     |
| Marketing & Transp. Admin | ML81N - Service Entry Sheet | 1     |
| Payment & Bank Reconsile  | ML81N - Service Entry Sheet | 1     |
| Payroll Admin             | ML81N - Service Entry Sheet | 1     |
| Planning & Design Eng.    | ML81N - Service Entry Sheet | 1     |

| HR Position                   | Code Matrix                 | Count |
|-------------------------------|-----------------------------|-------|
| Port Engineer                 | ML81N - Service Entry Sheet | 1     |
| PQDC Officer                  | ML81N - Service Entry Sheet | 1     |
| President Director            | ML81N - Service Entry Sheet | 1     |
| Procurement Officer           | ML81N - Service Entry Sheet | 1     |
| Procurement Staff             | ML81N - Service Entry Sheet | 1     |
| Production Administration     | ML81N - Service Entry Sheet | 1     |
| Project Administration        | ML81N - Service Entry Sheet | 1     |
| Project Officer               | ML81N - Service Entry Sheet | 1     |
| Purchasing Officer            | ML81N - Service Entry Sheet | 1     |
| Sambarata Port Supervisor     | ML81N - Service Entry Sheet | 1     |
| SAP Support                   | ML81N - Service Entry Sheet | 1     |
| Secretary Officer             | ML81N - Service Entry Sheet | 1     |
| Shared Service Unit Gener     | ML81N - Service Entry Sheet | 1     |
| Shipment Admin Officer        | ML81N - Service Entry Sheet | 1     |
| Shipping Admin                | ML81N - Service Entry Sheet | 1     |
| Shipping Admin Officer        | ML81N - Service Entry Sheet | 1     |
| Shipping Administration Staff | ML81N - Service Entry Sheet | 1     |
| Shipping Legal                | ML81N - Service Entry Sheet | 1     |
| Suaran Port Supervisor        | ML81N - Service Entry Sheet | 1     |
| Supporting Infr. Dev. Sup     | ML81N - Service Entry Sheet | 1     |
| Trade Finance Officer         | ML81N - Service Entry Sheet | 1     |
| Transhipment Supervisor       | ML81N - Service Entry Sheet | 1     |
| Transport Analyst             | ML81N - Service Entry Sheet | 1     |
| Travelling & Claim Admin      | ML81N - Service Entry Sheet | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Treasury & Bangking Manag | ML81N - Service Entry Sheet              | 1     |
| Treasury Administration   | ML81N - Service Entry Sheet              | 1     |
| Accounting Administrator  | ML82 - Display Service Entry Sheet       | 1     |
| Accounting Officer        | ML82 - Display Service Entry Sheet       | 1     |
| AP & AR Control Superviso | ML82 - Display Service Entry Sheet       | 1     |
| AP Controller             | ML82 - Display Service Entry Sheet       | 1     |
| Budget & Control Supervis | ML82 - Display Service Entry Sheet       | 1     |
| Budget Officer            | ML82 - Display Service Entry Sheet       | 1     |
| Finance Admin             | ML82 - Display Service Entry Sheet       | 1     |
| Finance Reporting Officer | ML82 - Display Service Entry Sheet       | 1     |
| Financial & Accounting Su | ML82 - Display Service Entry Sheet       | 1     |
| Financial Control Departm | ML82 - Display Service Entry Sheet       | 1     |
| Financial Reporting Manag | ML82 - Display Service Entry Sheet       | 1     |
| Financial Reporting Offic | ML82 - Display Service Entry Sheet       | 1     |
| Financial Reporting Senio | ML82 - Display Service Entry Sheet       | 1     |
| Financial Reporting Super | ML82 - Display Service Entry Sheet       | 1     |
| Gen. Accounting Superviso | ML82 - Display Service Entry Sheet       | 1     |
| Managerial Reporting Supe | ML82 - Display Service Entry Sheet       | 1     |
| MGM_REP                   | ML82 - Display Service Entry Sheet       | 1     |
| Accounting Manager        | ML83 - Message Processing: Service Entry | 1     |
| Accounting Officer        | ML83 - Message Processing: Service Entry | 1     |
| AP Control Manager        | ML83 - Message Processing: Service Entry | 1     |
| AR Control Superintendent | ML83 - Message Processing: Service Entry | 1     |
| AR NON Trade Control Serv | ML83 - Message Processing: Service Entry | 1     |

| HR Position                    | Code Matrix                              | Count |
|--------------------------------|--|-------|
| AR Officer                     | ML83 - Message Processing: Service Entry | 1     |
| AR Trade Control Service       | ML83 - Message Processing: Service Entry | 1     |
| Bank & Trade Finance Mana      | ML83 - Message Processing: Service Entry | 1     |
| Bank Rels. Officer & Cash      | ML83 - Message Processing: Service Entry | 1     |
| Budget & Control Supervis      | ML83 - Message Processing: Service Entry | 1     |
| Budget Officer                 | ML83 - Message Processing: Service Entry | 1     |
| Cash Management Administration | ML83 - Message Processing: Service Entry | 1     |
| Cash Management Officer        | ML83 - Message Processing: Service Entry | 1     |
| Contract Management Engin      | ML83 - Message Processing: Service Entry | 1     |
| Default position               | ML83 - Message Processing: Service Entry | 1     |
| Electrical Supervisor          | ML83 - Message Processing: Service Entry | 1     |
| Finance & Adm General Man      | ML83 - Message Processing: Service Entry | 1     |
| Finance Admin                  | ML83 - Message Processing: Service Entry | 1     |
| Finance Rep. & Analyst Ma      | ML83 - Message Processing: Service Entry | 1     |
| Finance Reporting Officer      | ML83 - Message Processing: Service Entry | 1     |
| Financial & Accounting Su      | ML83 - Message Processing: Service Entry | 1     |
| Financial Control Departm      | ML83 - Message Processing: Service Entry | 1     |
| Financial Reporting Manag      | ML83 - Message Processing: Service Entry | 1     |
| Financial Reporting Offic      | ML83 - Message Processing: Service Entry | 1     |
| Financial Reporting Super      | ML83 - Message Processing: Service Entry | 1     |
| Infrastructure Dev. Plan       | ML83 - Message Processing: Service Entry | 1     |
| Managerial Reporting Supe      | ML83 - Message Processing: Service Entry | 1     |
| Marine Support Officer         | ML83 - Message Processing: Service Entry | 1     |
| Mech & Elect Superintende      | ML83 - Message Processing: Service Entry | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Mechanical Supervisor     | ML83 - Message Processing: Service<br>Entry | 1     |
| MGM_REP                   | ML83 - Message Processing: Service Entry    | 1     |
| Mgt Reporting & Budget Se | ML83 - Message Processing: Service Entry    | 1     |
| P&C Superintendent        | ML83 - Message Processing: Service Entry    | 1     |
| Planning & Design Eng.    | ML83 - Message Processing: Service Entry    | 1     |
| Plant Maintenance Officer | ML83 - Message Processing: Service Entry    | 1     |
| Port Engineer             | ML83 - Message Processing: Service Entry    | 1     |
| PQDC Officer              | ML83 - Message Processing: Service Entry    | 1     |
| Production Administration | ML83 - Message Processing: Service Entry    | 1     |
| Project Officer           | ML83 - Message Processing: Service Entry    | 1     |
| Shipment Admin Officer    | ML83 - Message Processing: Service Entry    | 1     |
| Shipping Admin Officer    | ML83 - Message Processing: Service Entry    | 1     |
| Supporting Infr. Dev. Sup | ML83 - Message Processing: Service Entry    | 1     |
| Trade Finance Admin.      | ML83 - Message Processing: Service Entry    | 1     |
| Trade Finance Officer     | ML83 - Message Processing: Service Entry    | 1     |
| Traffic & Admin Superinte | ML83 - Message Processing: Service Entry    | 1     |
| Transhipment Supervisor   | ML83 - Message Processing: Service Entry    | 1     |
| Transport Analyst         | ML83 - Message Processing: Service Entry    | 1     |
| Treasury & Bangking Manag | ML83 - Message Processing: Service Entry    | 1     |
| Treasury Administration   | ML83 - Message Processing: Service Entry    | 1     |
| Treasury General Manager  | ML83 - Message Processing: Service Entry    | 1     |
| Treasury Settlement Offic | ML83 - Message Processing: Service Entry    | 1     |
| Treasury Superintendent   | ML83 - Message Processing: Service Entry    | 1     |
| Accounting Manager        | ML84 - List of Service Entry Sheets         | 1     |

| HR Position                     | Code Matrix                         | Count |
|---------------------------------|-------------------------------------|-------|
| Accounting Officer              | ML84 - List of Service Entry Sheets | 1     |
| Admin & Data Processing S       | ML84 - List of Service Entry Sheets | 1     |
| Admin Doc. Filling              | ML84 - List of Service Entry Sheets | 1     |
| Administration Staff            | ML84 - List of Service Entry Sheets | 1     |
| AP Control Manager              | ML84 - List of Service Entry Sheets | 1     |
| AP Control Superintendent       | ML84 - List of Service Entry Sheets | 1     |
| AP Officer                      | ML84 - List of Service Entry Sheets | 1     |
| AR Control Superintendent       | ML84 - List of Service Entry Sheets | 1     |
| Bank & Trade Finance Mana       | ML84 - List of Service Entry Sheets | 1     |
| Bank Rels. Officer & Cash       | ML84 - List of Service Entry Sheets | 1     |
| Budget & Control Supervis       | ML84 - List of Service Entry Sheets | 1     |
| Budget Officer                  | ML84 - List of Service Entry Sheets | 1     |
| Cash Management Administration  | ML84 - List of Service Entry Sheets | 1     |
| Claim & Compensation Admi       | ML84 - List of Service Entry Sheets | 1     |
| ComDev Admin & Logistic         | ML84 - List of Service Entry Sheets | 1     |
| Commuication & Relation Officer | ML84 - List of Service Entry Sheets | 1     |
| Community Rel Admin Suppo       | ML84 - List of Service Entry Sheets | 1     |
| Contract Management Engin       | ML84 - List of Service Entry Sheets | 1     |
| Corporate Affairs Officer       | ML84 - List of Service Entry Sheets | 1     |
| Cost Estimator & Control        | ML84 - List of Service Entry Sheets | 1     |
| Crewing Officer                 | ML84 - List of Service Entry Sheets | 1     |
| Default position                | ML84 - List of Service Entry Sheets | 1     |
| ER & LM Admin Officer           | ML84 - List of Service Entry Sheets | 1     |
| Executive Secretary             | ML84 - List of Service Entry Sheets | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Finance & Adm General Man | ML84 - List of Service Entry Sheets | 1     |
| Finance Admin             | ML84 - List of Service Entry Sheets | 1     |
| Finance Analyst           | ML84 - List of Service Entry Sheets | 1     |
| Finance Rep. & Analyst Ma | ML84 - List of Service Entry Sheets | 1     |
| Finance Reporting Officer | ML84 - List of Service Entry Sheets | 1     |
| Financial & Accounting Su | ML84 - List of Service Entry Sheets | 1     |
| Financial Control Departm | ML84 - List of Service Entry Sheets | 1     |
| Financial Reporting Manag | ML84 - List of Service Entry Sheets | 1     |
| Financial Reporting Offic | ML84 - List of Service Entry Sheets | 1     |
| Financial Reporting Senio | ML84 - List of Service Entry Sheets | 1     |
| Financial Reporting Super | ML84 - List of Service Entry Sheets | 1     |
| GA Officer                | ML84 - List of Service Entry Sheets | 1     |
| GA Service Supervisor     | ML84 - List of Service Entry Sheets | 1     |
| GA Supervisor             | ML84 - List of Service Entry Sheets | 1     |
| Geology & Exploration Sup | ML84 - List of Service Entry Sheets | 1     |
| HSE General Admin         | ML84 - List of Service Entry Sheets | 1     |
| Infrastructure Dev. Plan  | ML84 - List of Service Entry Sheets | 1     |
| Internal Audit            | ML84 - List of Service Entry Sheets | 1     |
| Lati Port Supervisor      | ML84 - List of Service Entry Sheets | 1     |
| Legal & Compliance Admin  | ML84 - List of Service Entry Sheets | 1     |
| Legal Officer             | ML84 - List of Service Entry Sheets | 1     |
| Managerial Reporting Supe | ML84 - List of Service Entry Sheets | 1     |
| Marine Support Officer    | ML84 - List of Service Entry Sheets | 1     |
| Marketing & Transp. Admin | ML84 - List of Service Entry Sheets | 1     |

| HR Position                   | Code Matrix                         | Count |
|-------------------------------|-------------------------------------|-------|
| MGM_REP                       | ML84 - List of Service Entry Sheets | 1     |
| Mgt Reporting & Budget Se     | ML84 - List of Service Entry Sheets | 1     |
| Operation Support Service     | ML84 - List of Service Entry Sheets | 1     |
| Payment & Bank Reconsile      | ML84 - List of Service Entry Sheets | 1     |
| Payroll Admin                 | ML84 - List of Service Entry Sheets | 1     |
| Planning & Design Eng.        | ML84 - List of Service Entry Sheets | 1     |
| Port Engineer                 | ML84 - List of Service Entry Sheets | 1     |
| PQDC Officer                  | ML84 - List of Service Entry Sheets | 1     |
| Procurement Officer           | ML84 - List of Service Entry Sheets | 1     |
| Procurement Staff             | ML84 - List of Service Entry Sheets | 1     |
| Production Administration     | ML84 - List of Service Entry Sheets | 1     |
| Project Administration        | ML84 - List of Service Entry Sheets | 1     |
| Project Officer               | ML84 - List of Service Entry Sheets | 1     |
| Purchasing Manager            | ML84 - List of Service Entry Sheets | 1     |
| Purchasing Officer            | ML84 - List of Service Entry Sheets | 1     |
| Sambarata Port Supervisor     | ML84 - List of Service Entry Sheets | 1     |
| SAP Support                   | ML84 - List of Service Entry Sheets | 1     |
| Secretary Officer             | ML84 - List of Service Entry Sheets | 1     |
| Shared Service Unit Gener     | ML84 - List of Service Entry Sheets | 1     |
| Shipment Admin Officer        | ML84 - List of Service Entry Sheets | 1     |
| Shipping Admin                | ML84 - List of Service Entry Sheets | 1     |
| Shipping Admin Officer        | ML84 - List of Service Entry Sheets | 1     |
| Shipping Administration Staff | ML84 - List of Service Entry Sheets | 1     |
| Shipping Legal                | ML84 - List of Service Entry Sheets | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Suaran Port Supervisor    | ML84 - List of Service Entry Sheets          | 1     |
| Supporting Infr. Dev. Sup | ML84 - List of Service Entry Sheets          | 1     |
| Trade Finance Officer     | ML84 - List of Service Entry Sheets          | 1     |
| Transhipment Supervisor   | ML84 - List of Service Entry Sheets          | 1     |
| Transport Analyst         | ML84 - List of Service Entry Sheets          | 1     |
| Travelling & Claim Admin  | ML84 - List of Service Entry Sheets          | 1     |
| Treasury & Bangking Manag | ML84 - List of Service Entry Sheets          | 1     |
| Treasury Administration   | ML84 - List of Service Entry Sheets          | 1     |
| Asset Officer             | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Building & General Asset  | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Elect. P & C Engineer     | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Electrical Supervisor     | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Mech & Elect Superintende | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Mech. P & C Engineer      | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Mechanical Supervisor     | ML85 - Collective Release of Entry<br>Sheets | 1     |
| P&C Superintendent        | ML85 - Collective Release of Entry<br>Sheets | 1     |
| Plant Maintenance Officer | ML85 - Collective Release of Entry Sheets    | 1     |
| Accounting Officer        | MLRP - Periodic Invoicing Plans              | 1     |
| Budget & Control Supervis | MLRP - Periodic Invoicing Plans              | 1     |
| Budget Officer            | MLRP - Periodic Invoicing Plans              | 1     |
| Contract Management Engin | MLRP - Periodic Invoicing Plans              | 1     |
| Default position          | MLRP - Periodic Invoicing Plans              | 1     |
| Finance & Adm General Man | MLRP - Periodic Invoicing Plans              | 1     |
| Finance Admin             | MLRP - Periodic Invoicing Plans              | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Finance Reporting Officer | MLRP - Periodic Invoicing Plans | 1     |
| Financial & Accounting Su | MLRP - Periodic Invoicing Plans | 1     |
| Financial Control Departm | MLRP - Periodic Invoicing Plans | 1     |
| Financial Reporting Manag | MLRP - Periodic Invoicing Plans | 1     |
| Financial Reporting Offic | MLRP - Periodic Invoicing Plans | 1     |
| Financial Reporting Super | MLRP - Periodic Invoicing Plans | 1     |
| Infrastructure Dev. Plan  | MLRP - Periodic Invoicing Plans | 1     |
| Managerial Reporting Supe | MLRP - Periodic Invoicing Plans | 1     |
| Marine Support Officer    | MLRP - Periodic Invoicing Plans | 1     |
| MGM_REP                   | MLRP - Periodic Invoicing Plans | 1     |
| Mgt Reporting & Budget Se | MLRP - Periodic Invoicing Plans | 1     |
| Planning & Design Eng.    | MLRP - Periodic Invoicing Plans | 1     |
| Port Engineer             | MLRP - Periodic Invoicing Plans | 1     |
| PQDC Officer              | MLRP - Periodic Invoicing Plans | 1     |
| Production Administration | MLRP - Periodic Invoicing Plans | 1     |
| Project Officer           | MLRP - Periodic Invoicing Plans | 1     |
| Shipping Admin Officer    | MLRP - Periodic Invoicing Plans | 1     |
| Supporting Infr. Dev. Sup | MLRP - Periodic Invoicing Plans | 1     |
| Transhipment Supervisor   | MLRP - Periodic Invoicing Plans | 1     |
| SAP Support               | MM01 - Create Material &        | 1     |
| SAP Support               | MM02 - Change Material &        | 1     |
| Accounting Officer        | MM03 - Display Material &       | 1     |
| Asset Officer             | MM03 - Display Material &       | 1     |
| Budget & Control Supervis | MM03 - Display Material &       | 1     |

| HR Position                    | Code Matrix               | Count |
|--------------------------------|---------------------------|-------|
| Budget Officer                 | MM03 - Display Material & | 1     |
| Building & General Asset       | MM03 - Display Material & | 1     |
| Cash Management Administration | MM03 - Display Material & | 1     |
| Contract Management Engin      | MM03 - Display Material & | 1     |
| Cost Estimator & Control       | MM03 - Display Material & | 1     |
| Default position               | MM03 - Display Material & | 1     |
| Elect. P & C Engineer          | MM03 - Display Material & | 1     |
| Electrical Supervisor          | MM03 - Display Material & | 1     |
| External Auditor               | MM03 - Display Material & | 1     |
| Finance & Adm General Man      | MM03 - Display Material & | 1     |
| Finance Admin                  | MM03 - Display Material & | 1     |
| Finance Reporting Officer      | MM03 - Display Material & | 1     |
| Financial & Accounting Su      | MM03 - Display Material & | 1     |
| Financial Control Departm      | MM03 - Display Material & | 1     |
| Financial Reporting Manag      | MM03 - Display Material & | 1     |
| Financial Reporting Offic      | MM03 - Display Material & | 1     |
| Financial Reporting Senio      | MM03 - Display Material & | 1     |
| Financial Reporting Super      | MM03 - Display Material & | 1     |
| Infrastructure Dev. Plan       | MM03 - Display Material & | 1     |
| Internal Auditor               | MM03 - Display Material & | 1     |
| IR & Welfare Superintende      | MM03 - Display Material & | 1     |
| Logistic GL                    | MM03 - Display Material & | 1     |
| Logistic GL Parts              | MM03 - Display Material & | 1     |
| Logistic Manager               | MM03 - Display Material & | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Logistic Officer          | MM03 - Display Material & | 1     |
| Logistic Section Head     | MM03 - Display Material & | 1     |
| Logistic Supervisor       | MM03 - Display Material & | 1     |
| Managerial Reporting Supe | MM03 - Display Material & | 1     |
| Mech & Elect Superintende | MM03 - Display Material & | 1     |
| Mech. P & C Engineer      | MM03 - Display Material & | 1     |
| Mechanical Supervisor     | MM03 - Display Material & | 1     |
| MGM_REP                   | MM03 - Display Material & | 1     |
| Mgt Reporting & Budget Se | MM03 - Display Material & | 1     |
| P&C Superintendent        | MM03 - Display Material & | 1     |
| Planning & Design Eng.    | MM03 - Display Material & | 1     |
| Plant Maintenance Officer | MM03 - Display Material & | 1     |
| PQDC Officer              | MM03 - Display Material & | 1     |
| Procurement Officer       | MM03 - Display Material & | 1     |
| Production Administration | MM03 - Display Material & | 1     |
| Project Officer           | MM03 - Display Material & | 1     |
| Purchasing Adm. Officer   | MM03 - Display Material & | 1     |
| Purchasing Manager        | MM03 - Display Material & | 1     |
| Purchasing Officer        | MM03 - Display Material & | 1     |
| SAP Support               | MM03 - Display Material & | 1     |
| Supporting Infr. Dev. Sup | MM03 - Display Material & | 1     |
| Tender Officer            | MM03 - Display Material & | 1     |
| Traffic & Admin Superinte | MM03 - Display Material & | 1     |
| Treasury Administration   | MM03 - Display Material & | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Warehouse Crew            | MM03 - Display Material &                      | 1     |
| External Auditor          | MM04 - Display Material Change Documents       | 1     |
| Finance Reporting Officer | MM04 - Display Material Change Documents       | 1     |
| Financial Reporting Manag | MM04 - Display Material Change Documents       | 1     |
| Financial Reporting Offic | MM04 - Display Material Change Documents       | 1     |
| Financial Reporting Senio | MM04 - Display Material Change Documents       | 1     |
| Internal Auditor          | MM04 - Display Material Change Documents       | 1     |
| PQDC Officer              | MM04 - Display Material Change Documents       | 1     |
| SAP Support               | MM04 - Display Material Change Documents       | 1     |
| SAP Support               | MM06 - Flag Material for Deletion              | 1     |
| SAP Support               | MM12 - Schedule Changing of Material &         | 1     |
| SAP Support               | MM13 - Activate Planned Changes                | 1     |
| External Auditor          | MM14 - Display Planned Changes                 | 1     |
| Finance Reporting Officer | MM14 - Display Planned Changes                 | 1     |
| Financial Reporting Manag | MM14 - Display Planned Changes                 | 1     |
| Financial Reporting Offic | MM14 - Display Planned Changes                 | 1     |
| Financial Reporting Senio | MM14 - Display Planned Changes                 | 1     |
| Internal Auditor          | MM14 - Display Planned Changes                 | 1     |
| SAP Support               | MM14 - Display Planned Changes                 | 1     |
| SAP Support               | MM17 - Mass Maintenance: Indus. Matl<br>Master | 1     |
| Accounting Officer        | MM19 - Display Material & at Key Date          | 1     |
| Asset Officer             | MM19 - Display Material & at Key Date          | 1     |
| Budget & Control Supervis | MM19 - Display Material & at Key Date          | 1     |
| Budget Officer            | MM19 - Display Material & at Key Date          | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Building & General Asset  | MM19 - Display Material & at Key Date | 1     |
| Contract Management Engin | MM19 - Display Material & at Key Date | 1     |
| Default position          | MM19 - Display Material & at Key Date | 1     |
| External Auditor          | MM19 - Display Material & at Key Date | 1     |
| Finance & Adm General Man | MM19 - Display Material & at Key Date | 1     |
| Finance Admin             | MM19 - Display Material & at Key Date | 1     |
| Finance Reporting Officer | MM19 - Display Material & at Key Date | 1     |
| Financial & Accounting Su | MM19 - Display Material & at Key Date | 1     |
| Financial Control Departm | MM19 - Display Material & at Key Date | 1     |
| Financial Reporting Manag | MM19 - Display Material & at Key Date | 1     |
| Financial Reporting Offic | MM19 - Display Material & at Key Date | 1     |
| Financial Reporting Senio | MM19 - Display Material & at Key Date | 1     |
| Financial Reporting Super | MM19 - Display Material & at Key Date | 1     |
| Infrastructure Dev. Plan  | MM19 - Display Material & at Key Date | 1     |
| Internal Auditor          | MM19 - Display Material & at Key Date | 1     |
| Managerial Reporting Supe | MM19 - Display Material & at Key Date | 1     |
| Mech & Elect Superintende | MM19 - Display Material & at Key Date | 1     |
| MGM_REP                   | MM19 - Display Material & at Key Date | 1     |
| Mgt Reporting & Budget Se | MM19 - Display Material & at Key Date | 1     |
| P&C Superintendent        | MM19 - Display Material & at Key Date | 1     |
| Planning & Design Eng.    | MM19 - Display Material & at Key Date | 1     |
| PQDC Officer              | MM19 - Display Material & at Key Date | 1     |
| Production Administration | MM19 - Display Material & at Key Date | 1     |
| Project Officer           | MM19 - Display Material & at Key Date | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| SAP Support               | MM19 - Display Material & at Key Date | 1     |
| Supporting Infr. Dev. Sup | MM19 - Display Material & at Key Date | 1     |
| SAP Support               | MM50 - List Extendable Materials      | 1     |
| Accounting Administrator  | MM60 - Materials List                 | 1     |
| Accounting Manager        | MM60 - Materials List                 | 1     |
| Accounting Officer        | MM60 - Materials List                 | 1     |
| AP & AR Control Superviso | MM60 - Materials List                 | 1     |
| AR Control Manager        | MM60 - Materials List                 | 1     |
| Area 1 Marketing & S. man | MM60 - Materials List                 | 1     |
| Area 2 Marketing & S. man | MM60 - Materials List                 | 1     |
| Area 3 Marketing & S. man | MM60 - Materials List                 | 1     |
| Contract Management Engin | MM60 - Materials List                 | 1     |
| External Auditor          | MM60 - Materials List                 | 1     |
| Finance Admin             | MM60 - Materials List                 | 1     |
| Finance Rep. & Analyst Ma | MM60 - Materials List                 | 1     |
| Finance Reporting Officer | MM60 - Materials List                 | 1     |
| Financial & Accounting Su | MM60 - Materials List                 | 1     |
| Financial Control Departm | MM60 - Materials List                 | 1     |
| Financial Reporting Manag | MM60 - Materials List                 | 1     |
| Financial Reporting Offic | MM60 - Materials List                 | 1     |
| Financial Reporting Senio | MM60 - Materials List                 | 1     |
| Financial Reporting Super | MM60 - Materials List                 | 1     |
| Gen. Accounting Superviso | MM60 - Materials List                 | 1     |
| Internal Auditor          | MM60 - Materials List                 | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Marketing Support Officer | MM60 - Materials List | 1     |
| Production Administration | MM60 - Materials List | 1     |
| SAP Support               | MM60 - Materials List | 1     |
| Accounting Administrator  | MMBE - Stock Overview | 1     |
| Accounting Manager        | MMBE - Stock Overview | 1     |
| Accounting Officer        | MMBE - Stock Overview | 1     |
| Administration Staff      | MMBE - Stock Overview | 1     |
| AP & AR Control Superviso | MMBE - Stock Overview | 1     |
| AR Control Manager        | MMBE - Stock Overview | 1     |
| Area 1 Marketing & S. man | MMBE - Stock Overview | 1     |
| Area 2 Marketing & S. man | MMBE - Stock Overview | 1     |
| Area 3 Marketing & S. man | MMBE - Stock Overview | 1     |
| Asset Officer             | MMBE - Stock Overview | 1     |
| Budget & Control Supervis | MMBE - Stock Overview | 1     |
| Budget Officer            | MMBE - Stock Overview | 1     |
| Building & General Asset  | MMBE - Stock Overview | 1     |
| Contract Management Engin | MMBE - Stock Overview | 1     |
| Cost Estimator & Control  | MMBE - Stock Overview | 1     |
| CPP & Hauling Road Superv | MMBE - Stock Overview | 1     |
| CPP Superintendent        | MMBE - Stock Overview | 1     |
| CPP Supervisor            | MMBE - Stock Overview | 1     |
| Default position          | MMBE - Stock Overview | 1     |
| Elect. P & C Engineer     | MMBE - Stock Overview | 1     |
| Electrical Supervisor     | MMBE - Stock Overview | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Engineering Manager       | MMBE - Stock Overview | 1     |
| External Auditor          | MMBE - Stock Overview | 1     |
| Finance & Adm General Man | MMBE - Stock Overview | 1     |
| Finance Admin             | MMBE - Stock Overview | 1     |
| Finance Rep. & Analyst Ma | MMBE - Stock Overview | 1     |
| Finance Reporting Officer | MMBE - Stock Overview | 1     |
| Financial & Accounting Su | MMBE - Stock Overview | 1     |
| Financial Control Departm | MMBE - Stock Overview | 1     |
| Financial Reporting Manag | MMBE - Stock Overview | 1     |
| Financial Reporting Offic | MMBE - Stock Overview | 1     |
| Financial Reporting Senio | MMBE - Stock Overview | 1     |
| Financial Reporting Super | MMBE - Stock Overview | 1     |
| Gen. Accounting Superviso | MMBE - Stock Overview | 1     |
| Infrastructure Dev. Plan  | MMBE - Stock Overview | 1     |
| Internal Auditor          | MMBE - Stock Overview | 1     |
| Logistic GL               | MMBE - Stock Overview | 1     |
| Logistic GL Parts         | MMBE - Stock Overview | 1     |
| Logistic Manager          | MMBE - Stock Overview | 1     |
| Logistic Officer          | MMBE - Stock Overview | 1     |
| Logistic Section Head     | MMBE - Stock Overview | 1     |
| Logistic Supervisor       | MMBE - Stock Overview | 1     |
| Managerial Reporting Supe | MMBE - Stock Overview | 1     |
| Marine Support Officer    | MMBE - Stock Overview | 1     |
| Marketing Support Officer | MMBE - Stock Overview | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Mech & Elect Superintende | MMBE - Stock Overview | 1     |
| Mech. P & C Engineer      | MMBE - Stock Overview | 1     |
| Mechanical Supervisor     | MMBE - Stock Overview | 1     |
| MGM_REP                   | MMBE - Stock Overview | 1     |
| Mgt Reporting & Budget Se | MMBE - Stock Overview | 1     |
| P&C Superintendent        | MMBE - Stock Overview | 1     |
| P. Quality & D. Control M | MMBE - Stock Overview | 1     |
| Planning & Design Eng.    | MMBE - Stock Overview | 1     |
| Plant Maintenance Officer | MMBE - Stock Overview | 1     |
| Port Engineer             | MMBE - Stock Overview | 1     |
| PQDC Officer              | MMBE - Stock Overview | 1     |
| President Director        | MMBE - Stock Overview | 1     |
| Procurement Officer       | MMBE - Stock Overview | 1     |
| Production Administration | MMBE - Stock Overview | 1     |
| Project Administration    | MMBE - Stock Overview | 1     |
| Project Officer           | MMBE - Stock Overview | 1     |
| Purchasing Adm. Officer   | MMBE - Stock Overview | 1     |
| Purchasing Manager        | MMBE - Stock Overview | 1     |
| Purchasing Officer        | MMBE - Stock Overview | 1     |
| SAP Support               | MMBE - Stock Overview | 1     |
| Shipping Admin Officer    | MMBE - Stock Overview | 1     |
| Supporting Infr. Dev. Sup | MMBE - Stock Overview | 1     |
| Tender Officer            | MMBE - Stock Overview | 1     |
| Traffic & Admin Superinte | MMBE - Stock Overview | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Transhipment Supervisor   | MMBE - Stock Overview                      | 1     |
| Transport & Shipment Mana | MMBE - Stock Overview                      | 1     |
| Warehouse Crew            | MMBE - Stock Overview                      | 1     |
| External Auditor          | MMPV - Close Periods                       | 1     |
| Finance Reporting Officer | MMPV - Close Periods                       | 1     |
| Financial Reporting Manag | MMPV - Close Periods                       | 1     |
| Financial Reporting Offic | MMPV - Close Periods                       | 1     |
| Financial Reporting Senio | MMPV - Close Periods                       | 1     |
| Internal Auditor          | MMPV - Close Periods                       | 1     |
| SAP Support               | MMPV - Close Periods                       | 1     |
| Accounting Manager        | MMRV - Allow Posting to Previous Period    | 1     |
| External Auditor          | MMRV - Allow Posting to Previous Period    | 1     |
| Finance & Adm General Man | MMRV - Allow Posting to Previous Period    | 1     |
| Finance Rep. & Analyst Ma | MMRV - Allow Posting to Previous<br>Period | 1     |
| Finance Reporting Officer | MMRV - Allow Posting to Previous<br>Period | 1     |
| Financial Control Departm | MMRV - Allow Posting to Previous<br>Period | 1     |
| Financial Reporting Manag | MMRV - Allow Posting to Previous<br>Period | 1     |
| Financial Reporting Offic | MMRV - Allow Posting to Previous<br>Period | 1     |
| Financial Reporting Senio | MMRV - Allow Posting to Previous<br>Period | 1     |
| Internal Auditor          | MMRV - Allow Posting to Previous<br>Period | 1     |
| Mgt Reporting & Budget Se | MMRV - Allow Posting to Previous<br>Period | 1     |
| President Director        | MMRV - Allow Posting to Previous<br>Period | 1     |
| SAP Support               | MMRV - Allow Posting to Previous<br>Period | 1     |
| Accounting Officer        | MN04 - Create Message: PO                  | 1     |

| HR Position                    | Code Matrix                                | Count |
|--------------------------------|--|-------|
| Cash Management Administration | MN04 - Create Message: PO                  | 1     |
| Finance Admin                  | MN04 - Create Message: PO                  | 1     |
| Treasury Administration        | MN04 - Create Message: PO                  | 1     |
| Accounting Officer             | MN05 - Change Message: PO                  | 1     |
| Cash Management Administration | MN05 - Change Message: PO                  | 1     |
| Finance Admin                  | MN05 - Change Message: PO                  | 1     |
| Treasury Administration        | MN05 - Change Message: PO                  | 1     |
| Accounting Officer             | MN06 - Display Message: PO                 | 1     |
| Cash Management Administration | MN06 - Display Message: PO                 | 1     |
| Finance Admin                  | MN06 - Display Message: PO                 | 1     |
| Treasury Administration        | MN06 - Display Message: PO                 | 1     |
| Accounting Manager             | MN13 - Create Message: Service Entry Sheet | 1     |
| Accounting Officer             | MN13 - Create Message: Service Entry Sheet | 1     |
| AP Control Manager             | MN13 - Create Message: Service Entry Sheet | 1     |
| AR Control Superintendent      | MN13 - Create Message: Service Entry Sheet | 1     |
| AR NON Trade Control Serv      | MN13 - Create Message: Service Entry Sheet | 1     |
| AR Officer                     | MN13 - Create Message: Service Entry Sheet | 1     |
| AR Trade Control Service       | MN13 - Create Message: Service Entry Sheet | 1     |
| Bank & Trade Finance Mana      | MN13 - Create Message: Service Entry Sheet | 1     |
| Bank Rels. Officer & Cash      | MN13 - Create Message: Service Entry Sheet | 1     |
| Budget & Control Supervis      | MN13 - Create Message: Service Entry Sheet | 1     |
| Budget Officer                 | MN13 - Create Message: Service Entry Sheet | 1     |
| Cash Management Administration | MN13 - Create Message: Service Entry Sheet | 1     |
| Cash Management Officer        | MN13 - Create Message: Service Entry Sheet | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Contract Management Engin | MN13 - Create Message: Service Entry Sheet | 1     |
| Default position          | MN13 - Create Message: Service Entry Sheet | 1     |
| Finance & Adm General Man | MN13 - Create Message: Service Entry Sheet | 1     |
| Finance Admin             | MN13 - Create Message: Service Entry Sheet | 1     |
| Finance Rep. & Analyst Ma | MN13 - Create Message: Service Entry Sheet | 1     |
| Finance Reporting Officer | MN13 - Create Message: Service Entry Sheet | 1     |
| Financial & Accounting Su | MN13 - Create Message: Service Entry Sheet | 1     |
| Financial Control Departm | MN13 - Create Message: Service Entry Sheet | 1     |
| Financial Reporting Manag | MN13 - Create Message: Service Entry Sheet | 1     |
| Financial Reporting Offic | MN13 - Create Message: Service Entry Sheet | 1     |
| Financial Reporting Super | MN13 - Create Message: Service Entry Sheet | 1     |
| Infrastructure Dev. Plan  | MN13 - Create Message: Service Entry Sheet | 1     |
| Managerial Reporting Supe | MN13 - Create Message: Service Entry Sheet | 1     |
| Marine Support Officer    | MN13 - Create Message: Service Entry Sheet | 1     |
| MGM_REP                   | MN13 - Create Message: Service Entry Sheet | 1     |
| Mgt Reporting & Budget Se | MN13 - Create Message: Service Entry Sheet | 1     |
| Planning & Design Eng.    | MN13 - Create Message: Service Entry Sheet | 1     |
| Port Engineer             | MN13 - Create Message: Service Entry Sheet | 1     |
| PQDC Officer              | MN13 - Create Message: Service Entry Sheet | 1     |
| Production Administration | MN13 - Create Message: Service Entry Sheet | 1     |
| Project Officer           | MN13 - Create Message: Service Entry Sheet | 1     |
| Shipment Admin Officer    | MN13 - Create Message: Service Entry Sheet | 1     |
| Shipping Admin Officer    | MN13 - Create Message: Service Entry Sheet | 1     |
| Supporting Infr. Dev. Sup | MN13 - Create Message: Service Entry Sheet | 1     |

| HR Position                    | Code Matrix                                   | Count |
|--------------------------------|---|-------|
| Trade Finance Admin.           | MN13 - Create Message: Service Entry<br>Sheet | 1     |
| Trade Finance Officer          | MN13 - Create Message: Service Entry Sheet    | 1     |
| Traffic & Admin Superinte      | MN13 - Create Message: Service Entry Sheet    | 1     |
| Transhipment Supervisor        | MN13 - Create Message: Service Entry Sheet    | 1     |
| Transport Analyst              | MN13 - Create Message: Service Entry Sheet    | 1     |
| Treasury & Bangking Manag      | MN13 - Create Message: Service Entry Sheet    | 1     |
| Treasury Administration        | MN13 - Create Message: Service Entry Sheet    | 1     |
| Treasury General Manager       | MN13 - Create Message: Service Entry Sheet    | 1     |
| Treasury Settlement Offic      | MN13 - Create Message: Service Entry Sheet    | 1     |
| Treasury Superintendent        | MN13 - Create Message: Service Entry Sheet    | 1     |
| Accounting Manager             | MN14 - Change Message: Service Entry Sheet    | 1     |
| Accounting Officer             | MN14 - Change Message: Service Entry Sheet    | 1     |
| AP Control Manager             | MN14 - Change Message: Service Entry Sheet    | 1     |
| AR Control Superintendent      | MN14 - Change Message: Service Entry Sheet    | 1     |
| AR NON Trade Control Serv      | MN14 - Change Message: Service Entry Sheet    | 1     |
| AR Officer                     | MN14 - Change Message: Service Entry Sheet    | 1     |
| AR Trade Control Service       | MN14 - Change Message: Service Entry Sheet    | 1     |
| Bank & Trade Finance Mana      | MN14 - Change Message: Service Entry Sheet    | 1     |
| Bank Rels. Officer & Cash      | MN14 - Change Message: Service Entry Sheet    | 1     |
| Budget & Control Supervis      | MN14 - Change Message: Service Entry Sheet    | 1     |
| Budget Officer                 | MN14 - Change Message: Service Entry Sheet    | 1     |
| Cash Management Administration | MN14 - Change Message: Service Entry Sheet    | 1     |
| Cash Management Officer        | MN14 - Change Message: Service Entry Sheet    | 1     |
| Contract Management Engin      | MN14 - Change Message: Service Entry Sheet    | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Default position          | MN14 - Change Message: Service Entry Sheet | 1     |
| Finance & Adm General Man | MN14 - Change Message: Service Entry Sheet | 1     |
| Finance Admin             | MN14 - Change Message: Service Entry Sheet | 1     |
| Finance Rep. & Analyst Ma | MN14 - Change Message: Service Entry Sheet | 1     |
| Finance Reporting Officer | MN14 - Change Message: Service Entry Sheet | 1     |
| Financial & Accounting Su | MN14 - Change Message: Service Entry Sheet | 1     |
| Financial Control Departm | MN14 - Change Message: Service Entry Sheet | 1     |
| Financial Reporting Manag | MN14 - Change Message: Service Entry Sheet | 1     |
| Financial Reporting Offic | MN14 - Change Message: Service Entry Sheet | 1     |
| Financial Reporting Super | MN14 - Change Message: Service Entry Sheet | 1     |
| Infrastructure Dev. Plan  | MN14 - Change Message: Service Entry Sheet | 1     |
| Managerial Reporting Supe | MN14 - Change Message: Service Entry Sheet | 1     |
| Marine Support Officer    | MN14 - Change Message: Service Entry Sheet | 1     |
| MGM_REP                   | MN14 - Change Message: Service Entry Sheet | 1     |
| Mgt Reporting & Budget Se | MN14 - Change Message: Service Entry Sheet | 1     |
| Planning & Design Eng.    | MN14 - Change Message: Service Entry Sheet | 1     |
| Port Engineer             | MN14 - Change Message: Service Entry Sheet | 1     |
| PQDC Officer              | MN14 - Change Message: Service Entry Sheet | 1     |
| Production Administration | MN14 - Change Message: Service Entry Sheet | 1     |
| Project Officer           | MN14 - Change Message: Service Entry Sheet | 1     |
| Shipment Admin Officer    | MN14 - Change Message: Service Entry Sheet | 1     |
| Shipping Admin Officer    | MN14 - Change Message: Service Entry Sheet | 1     |
| Supporting Infr. Dev. Sup | MN14 - Change Message: Service Entry Sheet | 1     |
| Trade Finance Admin.      | MN14 - Change Message: Service Entry Sheet | 1     |

| HR Position                    | Code Matrix                                 | Count |
|--------------------------------|---|-------|
| Trade Finance Officer          | MN14 - Change Message: Service Entry Sheet  | 1     |
| Traffic & Admin Superinte      | MN14 - Change Message: Service Entry Sheet  | 1     |
| Transhipment Supervisor        | MN14 - Change Message: Service Entry Sheet  | 1     |
| Transport Analyst              | MN14 - Change Message: Service Entry Sheet  | 1     |
| Treasury & Bangking Manag      | MN14 - Change Message: Service Entry Sheet  | 1     |
| Treasury Administration        | MN14 - Change Message: Service Entry Sheet  | 1     |
| Treasury General Manager       | MN14 - Change Message: Service Entry Sheet  | 1     |
| Treasury Settlement Offic      | MN14 - Change Message: Service Entry Sheet  | 1     |
| Treasury Superintendent        | MN14 - Change Message: Service Entry Sheet  | 1     |
| Accounting Manager             | MN15 - Display Message: Service Entry Sheet | 1     |
| Accounting Officer             | MN15 - Display Message: Service Entry Sheet | 1     |
| AP Control Manager             | MN15 - Display Message: Service Entry Sheet | 1     |
| AR Control Superintendent      | MN15 - Display Message: Service Entry Sheet | 1     |
| AR NON Trade Control Serv      | MN15 - Display Message: Service Entry Sheet | 1     |
| AR Officer                     | MN15 - Display Message: Service Entry Sheet | 1     |
| AR Trade Control Service       | MN15 - Display Message: Service Entry Sheet | 1     |
| Bank & Trade Finance Mana      | MN15 - Display Message: Service Entry Sheet | 1     |
| Bank Rels. Officer & Cash      | MN15 - Display Message: Service Entry Sheet | 1     |
| Budget & Control Supervis      | MN15 - Display Message: Service Entry Sheet | 1     |
| Budget Officer                 | MN15 - Display Message: Service Entry Sheet | 1     |
| Cash Management Administration | MN15 - Display Message: Service Entry Sheet | 1     |
| Cash Management Officer        | MN15 - Display Message: Service Entry Sheet | 1     |
| Contract Management Engin      | MN15 - Display Message: Service Entry Sheet | 1     |
| Default position               | MN15 - Display Message: Service Entry Sheet | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | MN15 - Display Message: Service Entry Sheet    | 1     |
| Finance Admin             | MN15 - Display Message: Service Entry Sheet    | 1     |
| Finance Rep. & Analyst Ma | MN15 - Display Message: Service Entry Sheet    | 1     |
| Finance Reporting Officer | MN15 - Display Message: Service Entry Sheet    | 1     |
| Financial & Accounting Su | MN15 - Display Message: Service Entry Sheet    | 1     |
| Financial Control Departm | MN15 - Display Message: Service Entry Sheet    | 1     |
| Financial Reporting Manag | MN15 - Display Message: Service Entry Sheet    | 1     |
| Financial Reporting Offic | MN15 - Display Message: Service Entry Sheet    | 1     |
| Financial Reporting Super | MN15 - Display Message: Service Entry Sheet    | 1     |
| Infrastructure Dev. Plan  | MN15 - Display Message: Service Entry Sheet    | 1     |
| Managerial Reporting Supe | MN15 - Display Message: Service Entry Sheet    | 1     |
| Marine Support Officer    | MN15 - Display Message: Service Entry Sheet    | 1     |
| MGM_REP                   | MN15 - Display Message: Service Entry Sheet    | 1     |
| Mgt Reporting & Budget Se | MN15 - Display Message: Service Entry Sheet    | 1     |
| Planning & Design Eng.    | MN15 - Display Message: Service Entry Sheet    | 1     |
| Port Engineer             | MN15 - Display Message: Service Entry Sheet    | 1     |
| PQDC Officer              | MN15 - Display Message: Service Entry Sheet    | 1     |
| Production Administration | MN15 - Display Message: Service Entry Sheet    | 1     |
| Project Officer           | MN15 - Display Message: Service Entry Sheet    | 1     |
| Shipment Admin Officer    | MN15 - Display Message: Service Entry Sheet    | 1     |
| Shipping Admin Officer    | MN15 - Display Message: Service Entry<br>Sheet | 1     |
| Supporting Infr. Dev. Sup | MN15 - Display Message: Service Entry Sheet    | 1     |
| Trade Finance Admin.      | MN15 - Display Message: Service Entry<br>Sheet | 1     |
| Trade Finance Officer     | MN15 - Display Message: Service Entry Sheet    | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Traffic & Admin Superinte | MN15 - Display Message: Service Entry<br>Sheet | 1     |
| Transhipment Supervisor   | MN15 - Display Message: Service Entry Sheet    | 1     |
| Transport Analyst         | MN15 - Display Message: Service Entry Sheet    | 1     |
| Treasury & Bangking Manag | MN15 - Display Message: Service Entry Sheet    | 1     |
| Treasury Administration   | MN15 - Display Message: Service Entry Sheet    | 1     |
| Treasury General Manager  | MN15 - Display Message: Service Entry Sheet    | 1     |
| Treasury Settlement Offic | MN15 - Display Message: Service Entry Sheet    | 1     |
| Treasury Superintendent   | MN15 - Display Message: Service Entry Sheet    | 1     |
| Accounting Officer        | MR11 - GR/IR account maintenance               | 1     |
| AP & AR Control Superviso | MR11 - GR/IR account maintenance               | 1     |
| AP Control Manager        | MR11 - GR/IR account maintenance               | 1     |
| AR Control Superintendent | MR11 - GR/IR account maintenance               | 1     |
| AR NON Trade Control Serv | MR11 - GR/IR account maintenance               | 1     |
| AR Officer                | MR11 - GR/IR account maintenance               | 1     |
| AR Trade Control Service  | MR11 - GR/IR account maintenance               | 1     |
| Finance Admin             | MR11 - GR/IR account maintenance               | 1     |
| Finance Reporting Officer | MR11 - GR/IR account maintenance               | 1     |
| Financial & Accounting Su | MR11 - GR/IR account maintenance               | 1     |
| Financial Control Departm | MR11 - GR/IR account maintenance               | 1     |
| Financial Reporting Manag | MR11 - GR/IR account maintenance               | 1     |
| Financial Reporting Offic | MR11 - GR/IR account maintenance               | 1     |
| Financial Reporting Senio | MR11 - GR/IR account maintenance               | 1     |
| Financial Reporting Super | MR11 - GR/IR account maintenance               | 1     |
| SAP Support               | MR21 - Price Change                            | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| External Auditor          | MR39 - Display Documents (LIFO) | 1     |
| Finance Reporting Officer | MR39 - Display Documents (LIFO) | 1     |
| Financial Reporting Manag | MR39 - Display Documents (LIFO) | 1     |
| Financial Reporting Offic | MR39 - Display Documents (LIFO) | 1     |
| Financial Reporting Senio | MR39 - Display Documents (LIFO) | 1     |
| Internal Auditor          | MR39 - Display Documents (LIFO) | 1     |
| SAP Support               | MR39 - Display Documents (LIFO) | 1     |
| Accounting Officer        | MR51 - Material Line Items      | 1     |
| Budget & Control Supervis | MR51 - Material Line Items      | 1     |
| Budget Officer            | MR51 - Material Line Items      | 1     |
| Cost Estimator & Control  | MR51 - Material Line Items      | 1     |
| Default position          | MR51 - Material Line Items      | 1     |
| External Auditor          | MR51 - Material Line Items      | 1     |
| Finance & Adm General Man | MR51 - Material Line Items      | 1     |
| Finance Admin             | MR51 - Material Line Items      | 1     |
| Finance Reporting Officer | MR51 - Material Line Items      | 1     |
| Financial & Accounting Su | MR51 - Material Line Items      | 1     |
| Financial Control Departm | MR51 - Material Line Items      | 1     |
| Financial Reporting Manag | MR51 - Material Line Items      | 1     |
| Financial Reporting Offic | MR51 - Material Line Items      | 1     |
| Financial Reporting Senio | MR51 - Material Line Items      | 1     |
| Financial Reporting Super | MR51 - Material Line Items      | 1     |
| Internal Auditor          | MR51 - Material Line Items      | 1     |
| Logistic GL               | MR51 - Material Line Items      | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Logistic GL Parts         | MR51 - Material Line Items     | 1     |
| Logistic Officer          | MR51 - Material Line Items     | 1     |
| Logistic Section Head     | MR51 - Material Line Items     | 1     |
| Logistic Supervisor       | MR51 - Material Line Items     | 1     |
| Managerial Reporting Supe | MR51 - Material Line Items     | 1     |
| MGM_REP                   | MR51 - Material Line Items     | 1     |
| Mgt Reporting & Budget Se | MR51 - Material Line Items     | 1     |
| Purchasing Manager        | MR51 - Material Line Items     | 1     |
| SAP Support               | MR51 - Material Line Items     | 1     |
| Warehouse Crew            | MR51 - Material Line Items     | 1     |
| Admin & Data Processing S | MR8M - Cancel Invoice Document | 1     |
| Admin Doc. Filling        | MR8M - Cancel Invoice Document | 1     |
| Administration Staff      | MR8M - Cancel Invoice Document | 1     |
| AP Control Manager        | MR8M - Cancel Invoice Document | 1     |
| AP Control Superintendent | MR8M - Cancel Invoice Document | 1     |
| AP Officer                | MR8M - Cancel Invoice Document | 1     |
| AR Control Superintendent | MR8M - Cancel Invoice Document | 1     |
| Finance & Adm General Man | MR8M - Cancel Invoice Document | 1     |
| Finance Reporting Officer | MR8M - Cancel Invoice Document | 1     |
| Financial & Accounting Su | MR8M - Cancel Invoice Document | 1     |
| Financial Reporting Manag | MR8M - Cancel Invoice Document | 1     |
| Financial Reporting Offic | MR8M - Cancel Invoice Document | 1     |
| Financial Reporting Super | MR8M - Cancel Invoice Document | 1     |
| GA Service Supervisor     | MR8M - Cancel Invoice Document | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Operation Support Service | MR8M - Cancel Invoice Document           | 1     |
| Shared Service Unit Gener | MR8M - Cancel Invoice Document           | 1     |
| Admin & Data Processing S | MR90 - Messages for Invoice<br>Documents | 1     |
| Admin Doc. Filling        | MR90 - Messages for Invoice Documents    | 1     |
| Administration Staff      | MR90 - Messages for Invoice Documents    | 1     |
| AP Control Manager        | MR90 - Messages for Invoice Documents    | 1     |
| AP Control Superintendent | MR90 - Messages for Invoice Documents    | 1     |
| AP Officer                | MR90 - Messages for Invoice Documents    | 1     |
| AR Control Superintendent | MR90 - Messages for Invoice Documents    | 1     |
| AR NON Trade Control Serv | MR90 - Messages for Invoice Documents    | 1     |
| AR Officer                | MR90 - Messages for Invoice Documents    | 1     |
| AR Trade Control Service  | MR90 - Messages for Invoice Documents    | 1     |
| Finance & Adm General Man | MR90 - Messages for Invoice Documents    | 1     |
| Finance Reporting Officer | MR90 - Messages for Invoice Documents    | 1     |
| Financial & Accounting Su | MR90 - Messages for Invoice Documents    | 1     |
| Financial Reporting Manag | MR90 - Messages for Invoice Documents    | 1     |
| Financial Reporting Offic | MR90 - Messages for Invoice Documents    | 1     |
| Financial Reporting Super | MR90 - Messages for Invoice Documents    | 1     |
| GA Service Supervisor     | MR90 - Messages for Invoice Documents    | 1     |
| Operation Support Service | MR90 - Messages for Invoice Documents    | 1     |
| Shared Service Unit Gener | MR90 - Messages for Invoice Documents    | 1     |
| AP Control Manager        | MRBR - Release Blocked Invoices          | 1     |
| AP Control Superintendent | MRBR - Release Blocked Invoices          | 1     |
| AR Control Superintendent | MRBR - Release Blocked Invoices          | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| AR NON Trade Control Serv | MRBR - Release Blocked Invoices           | 1     |
| AR Officer                | MRBR - Release Blocked Invoices           | 1     |
| AR Trade Control Service  | MRBR - Release Blocked Invoices           | 1     |
| Finance & Adm General Man | MRBR - Release Blocked Invoices           | 1     |
| Finance Reporting Officer | MRBR - Release Blocked Invoices           | 1     |
| Financial & Accounting Su | MRBR - Release Blocked Invoices           | 1     |
| Financial Reporting Manag | MRBR - Release Blocked Invoices           | 1     |
| Financial Reporting Offic | MRBR - Release Blocked Invoices           | 1     |
| Financial Reporting Super | MRBR - Release Blocked Invoices           | 1     |
| Shared Service Unit Gener | MRBR - Release Blocked Invoices           | 1     |
| Default position          | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| Logistic GL               | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| Logistic GL Parts         | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| Logistic Officer          | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| Logistic Section Head     | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| Logistic Supervisor       | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| Warehouse Crew            | MRKO - Settle Consignment/Pipeline Liabs. | 1     |
| External Auditor          | MRN8 - Lowest Value: Price Variances      | 1     |
| Finance Reporting Officer | MRN8 - Lowest Value: Price Variances      | 1     |
| Financial Reporting Manag | MRN8 - Lowest Value: Price Variances      | 1     |
| Financial Reporting Offic | MRN8 - Lowest Value: Price Variances      | 1     |
| Financial Reporting Senio | MRN8 - Lowest Value: Price Variances      | 1     |
| Internal Auditor          | MRN8 - Lowest Value: Price Variances      | 1     |
| SAP Support               | MRN8 - Lowest Value: Price Variances      | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| External Auditor          | MRN9 - Balance Sheet Values by Account | 1     |
| Finance Reporting Officer | MRN9 - Balance Sheet Values by Account | 1     |
| Financial Reporting Manag | MRN9 - Balance Sheet Values by Account | 1     |
| Financial Reporting Offic | MRN9 - Balance Sheet Values by Account | 1     |
| Financial Reporting Senio | MRN9 - Balance Sheet Values by Account | 1     |
| Internal Auditor          | MRN9 - Balance Sheet Values by Account | 1     |
| SAP Support               | MRN9 - Balance Sheet Values by Account | 1     |
| Marine Support Officer    | MSC1N - Create Batch                   | 1     |
| P. Quality & D. Control M | MSC1N - Create Batch                   | 1     |
| Port Engineer             | MSC1N - Create Batch                   | 1     |
| PQDC Officer              | MSC1N - Create Batch                   | 1     |
| Shipment Admin Officer    | MSC1N - Create Batch                   | 1     |
| Shipping Admin Officer    | MSC1N - Create Batch                   | 1     |
| Traffic & Admin Superinte | MSC1N - Create Batch                   | 1     |
| Transhipment Supervisor   | MSC1N - Create Batch                   | 1     |
| Transport Analyst         | MSC1N - Create Batch                   | 1     |
| Marine Support Officer    | MSC2N - Change Batch                   | 1     |
| P. Quality & D. Control M | MSC2N - Change Batch                   | 1     |
| Port Engineer             | MSC2N - Change Batch                   | 1     |
| PQDC Officer              | MSC2N - Change Batch                   | 1     |
| Shipment Admin Officer    | MSC2N - Change Batch                   | 1     |
| Shipping Admin Officer    | MSC2N - Change Batch                   | 1     |
| Traffic & Admin Superinte | MSC2N - Change Batch                   | 1     |
| Transhipment Supervisor   | MSC2N - Change Batch                   | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Transport Analyst         | MSC2N - Change Batch                       | 1     |
| Accounting Manager        | MSC3N - Display Batch                      | 1     |
| AR Control Manager        | MSC3N - Display Batch                      | 1     |
| Area 1 Marketing & S. man | MSC3N - Display Batch                      | 1     |
| Area 2 Marketing & S. man | MSC3N - Display Batch                      | 1     |
| Area 3 Marketing & S. man | MSC3N - Display Batch                      | 1     |
| Contract Management Engin | MSC3N - Display Batch                      | 1     |
| Finance Rep. & Analyst Ma | MSC3N - Display Batch                      | 1     |
| Financial Control Departm | MSC3N - Display Batch                      | 1     |
| Financial Reporting Manag | MSC3N - Display Batch                      | 1     |
| Marine Support Officer    | MSC3N - Display Batch                      | 1     |
| Marketing Support Officer | MSC3N - Display Batch                      | 1     |
| P. Quality & D. Control M | MSC3N - Display Batch                      | 1     |
| Port Engineer             | MSC3N - Display Batch                      | 1     |
| PQDC Officer              | MSC3N - Display Batch                      | 1     |
| Production Administration | MSC3N - Display Batch                      | 1     |
| SAP Support               | MSC3N - Display Batch                      | 1     |
| Shipment Admin Officer    | MSC3N - Display Batch                      | 1     |
| Shipping Admin Officer    | MSC3N - Display Batch                      | 1     |
| Traffic & Admin Superinte | MSC3N - Display Batch                      | 1     |
| Transhipment Supervisor   | MSC3N - Display Batch                      | 1     |
| Transport & Shipment Mana | MSC3N - Display Batch                      | 1     |
| Transport Analyst         | MSC3N - Display Batch                      | 1     |
| P. Quality & D. Control M | MSC4N - Display Change Documents for Batch | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| PQDC Officer              | MSC4N - Display Change Documents for Batch | 1     |
| P. Quality & D. Control M | MSC5N - Mass Processing for Batches        | 1     |
| PQDC Officer              | MSC5N - Mass Processing for Batches        | 1     |
| P. Quality & D. Control M | MSC6N - Batch Worklist                     | 1     |
| PQDC Officer              | MSC6N - Batch Worklist                     | 1     |
| Accounting Officer        | MSRV2 - Service List for Requisition       | 1     |
| Budget & Control Supervis | MSRV2 - Service List for Requisition       | 1     |
| Budget Officer            | MSRV2 - Service List for Requisition       | 1     |
| Contract Management Engin | MSRV2 - Service List for Requisition       | 1     |
| Default position          | MSRV2 - Service List for Requisition       | 1     |
| Finance & Adm General Man | MSRV2 - Service List for Requisition       | 1     |
| Finance Admin             | MSRV2 - Service List for Requisition       | 1     |
| Finance Reporting Officer | MSRV2 - Service List for Requisition       | 1     |
| Financial & Accounting Su | MSRV2 - Service List for Requisition       | 1     |
| Financial Control Departm | MSRV2 - Service List for Requisition       | 1     |
| Financial Reporting Manag | MSRV2 - Service List for Requisition       | 1     |
| Financial Reporting Offic | MSRV2 - Service List for Requisition       | 1     |
| Financial Reporting Super | MSRV2 - Service List for Requisition       | 1     |
| Infrastructure Dev. Plan  | MSRV2 - Service List for Requisition       | 1     |
| Managerial Reporting Supe | MSRV2 - Service List for Requisition       | 1     |
| Marine Support Officer    | MSRV2 - Service List for Requisition       | 1     |
| MGM_REP                   | MSRV2 - Service List for Requisition       | 1     |
| Mgt Reporting & Budget Se | MSRV2 - Service List for Requisition       | 1     |
| Planning & Design Eng.    | MSRV2 - Service List for Requisition       | 1     |

| HR Position                    | Code Matrix                                | Count |
|--------------------------------|--|-------|
| Port Engineer                  | MSRV2 - Service List for Requisition       | 1     |
| PQDC Officer                   | MSRV2 - Service List for Requisition       | 1     |
| Production Administration      | MSRV2 - Service List for Requisition       | 1     |
| Project Officer                | MSRV2 - Service List for Requisition       | 1     |
| Shipping Admin Officer         | MSRV2 - Service List for Requisition       | 1     |
| Supporting Infr. Dev. Sup      | MSRV2 - Service List for Requisition       | 1     |
| Transhipment Supervisor        | MSRV2 - Service List for Requisition       | 1     |
| Accounting Manager             | MSRV3 - Service List for Purchase<br>Order | 1     |
| Accounting Officer             | MSRV3 - Service List for Purchase<br>Order | 1     |
| AP Control Manager             | MSRV3 - Service List for Purchase<br>Order | 1     |
| AR Control Superintendent      | MSRV3 - Service List for Purchase<br>Order | 1     |
| AR NON Trade Control Serv      | MSRV3 - Service List for Purchase<br>Order | 1     |
| AR Officer                     | MSRV3 - Service List for Purchase<br>Order | 1     |
| AR Trade Control Service       | MSRV3 - Service List for Purchase<br>Order | 1     |
| Area 1 Marketing & S. man      | MSRV3 - Service List for Purchase<br>Order | 1     |
| Area 2 Marketing & S. man      | MSRV3 - Service List for Purchase<br>Order | 1     |
| Area 3 Marketing & S. man      | MSRV3 - Service List for Purchase<br>Order | 1     |
| Bank & Trade Finance Mana      | MSRV3 - Service List for Purchase<br>Order | 1     |
| Bank Rels. Officer & Cash      | MSRV3 - Service List for Purchase<br>Order | 1     |
| Budget & Control Supervis      | MSRV3 - Service List for Purchase<br>Order | 1     |
| Budget Officer                 | MSRV3 - Service List for Purchase<br>Order | 1     |
| Cash Management Administration | MSRV3 - Service List for Purchase<br>Order | 1     |
| Cash Management Officer        | MSRV3 - Service List for Purchase<br>Order | 1     |
| Contract Management Engin      | MSRV3 - Service List for Purchase<br>Order | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Default position          | MSRV3 - Service List for Purchase<br>Order | 1     |
| External Auditor          | MSRV3 - Service List for Purchase<br>Order | 1     |
| Finance & Adm General Man | MSRV3 - Service List for Purchase<br>Order | 1     |
| Finance Admin             | MSRV3 - Service List for Purchase Order    | 1     |
| Finance Rep. & Analyst Ma | MSRV3 - Service List for Purchase Order    | 1     |
| Finance Reporting Officer | MSRV3 - Service List for Purchase Order    | 1     |
| Financial & Accounting Su | MSRV3 - Service List for Purchase Order    | 1     |
| Financial Control Departm | MSRV3 - Service List for Purchase Order    | 1     |
| Financial Reporting Manag | MSRV3 - Service List for Purchase Order    | 1     |
| Financial Reporting Offic | MSRV3 - Service List for Purchase Order    | 1     |
| Financial Reporting Senio | MSRV3 - Service List for Purchase Order    | 1     |
| Financial Reporting Super | MSRV3 - Service List for Purchase Order    | 1     |
| Infrastructure Dev. Plan  | MSRV3 - Service List for Purchase<br>Order | 1     |
| Internal Auditor          | MSRV3 - Service List for Purchase<br>Order | 1     |
| Managerial Reporting Supe | MSRV3 - Service List for Purchase Order    | 1     |
| Marine Support Officer    | MSRV3 - Service List for Purchase Order    | 1     |
| Marketing Support Officer | MSRV3 - Service List for Purchase Order    | 1     |
| MGM_REP                   | MSRV3 - Service List for Purchase Order    | 1     |
| Mgt Reporting & Budget Se | MSRV3 - Service List for Purchase Order    | 1     |
| Planning & Design Eng.    | MSRV3 - Service List for Purchase<br>Order | 1     |
| Port Engineer             | MSRV3 - Service List for Purchase Order    | 1     |
| PQDC Officer              | MSRV3 - Service List for Purchase<br>Order | 1     |
| Procurement Officer       | MSRV3 - Service List for Purchase<br>Order | 1     |
| Production Administration | MSRV3 - Service List for Purchase Order    | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Project Officer           | MSRV3 - Service List for Purchase<br>Order | 1     |
| Purchasing Adm. Officer   | MSRV3 - Service List for Purchase<br>Order | 1     |
| Purchasing Officer        | MSRV3 - Service List for Purchase<br>Order | 1     |
| SAP Support               | MSRV3 - Service List for Purchase<br>Order | 1     |
| Shipment Admin Officer    | MSRV3 - Service List for Purchase<br>Order | 1     |
| Shipping Admin Officer    | MSRV3 - Service List for Purchase<br>Order | 1     |
| Supporting Infr. Dev. Sup | MSRV3 - Service List for Purchase<br>Order | 1     |
| Tender Officer            | MSRV3 - Service List for Purchase Order    | 1     |
| Trade Finance Admin.      | MSRV3 - Service List for Purchase Order    | 1     |
| Trade Finance Officer     | MSRV3 - Service List for Purchase Order    | 1     |
| Traffic & Admin Superinte | MSRV3 - Service List for Purchase Order    | 1     |
| Transhipment Supervisor   | MSRV3 - Service List for Purchase Order    | 1     |
| Transport Analyst         | MSRV3 - Service List for Purchase<br>Order | 1     |
| Treasury & Bangking Manag | MSRV3 - Service List for Purchase<br>Order | 1     |
| Treasury Administration   | MSRV3 - Service List for Purchase<br>Order | 1     |
| Treasury General Manager  | MSRV3 - Service List for Purchase<br>Order | 1     |
| Treasury Settlement Offic | MSRV3 - Service List for Purchase<br>Order | 1     |
| Treasury Superintendent   | MSRV3 - Service List for Purchase Order    | 1     |
| External Auditor          | MSRV4 - Service List for RFQ               | 1     |
| Finance Reporting Officer | MSRV4 - Service List for RFQ               | 1     |
| Financial Reporting Manag | MSRV4 - Service List for RFQ               | 1     |
| Financial Reporting Offic | MSRV4 - Service List for RFQ               | 1     |
| Financial Reporting Senio | MSRV4 - Service List for RFQ               | 1     |
| Internal Auditor          | MSRV4 - Service List for RFQ               | 1     |

| HR Position                    | Code Matrix                       | Count |
|--------------------------------|-----------------------------------|-------|
| SAP Support                    | MSRV4 - Service List for RFQ      | 1     |
| Accounting Manager             | MSRV5 - Service List for Contract | 1     |
| Accounting Officer             | MSRV5 - Service List for Contract | 1     |
| AP Control Manager             | MSRV5 - Service List for Contract | 1     |
| AR Control Superintendent      | MSRV5 - Service List for Contract | 1     |
| AR NON Trade Control Serv      | MSRV5 - Service List for Contract | 1     |
| AR Officer                     | MSRV5 - Service List for Contract | 1     |
| AR Trade Control Service       | MSRV5 - Service List for Contract | 1     |
| Bank & Trade Finance Mana      | MSRV5 - Service List for Contract | 1     |
| Bank Rels. Officer & Cash      | MSRV5 - Service List for Contract | 1     |
| Budget & Control Supervis      | MSRV5 - Service List for Contract | 1     |
| Budget Officer                 | MSRV5 - Service List for Contract | 1     |
| Cash Management Administration | MSRV5 - Service List for Contract | 1     |
| Cash Management Officer        | MSRV5 - Service List for Contract | 1     |
| Contract Management Engin      | MSRV5 - Service List for Contract | 1     |
| Cost Estimator & Control       | MSRV5 - Service List for Contract | 1     |
| Default position               | MSRV5 - Service List for Contract | 1     |
| Electrical Supervisor          | MSRV5 - Service List for Contract | 1     |
| Finance & Adm General Man      | MSRV5 - Service List for Contract | 1     |
| Finance Admin                  | MSRV5 - Service List for Contract | 1     |
| Finance Rep. & Analyst Ma      | MSRV5 - Service List for Contract | 1     |
| Finance Reporting Officer      | MSRV5 - Service List for Contract | 1     |
| Financial & Accounting Su      | MSRV5 - Service List for Contract | 1     |
| Financial Control Departm      | MSRV5 - Service List for Contract | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Financial Reporting Manag | MSRV5 - Service List for Contract | 1     |
| Financial Reporting Offic | MSRV5 - Service List for Contract | 1     |
| Financial Reporting Super | MSRV5 - Service List for Contract | 1     |
| Infrastructure Dev. Plan  | MSRV5 - Service List for Contract | 1     |
| Managerial Reporting Supe | MSRV5 - Service List for Contract | 1     |
| Marine Support Officer    | MSRV5 - Service List for Contract | 1     |
| Mech & Elect Superintende | MSRV5 - Service List for Contract | 1     |
| Mechanical Supervisor     | MSRV5 - Service List for Contract | 1     |
| MGM_REP                   | MSRV5 - Service List for Contract | 1     |
| Mgt Reporting & Budget Se | MSRV5 - Service List for Contract | 1     |
| P&C Superintendent        | MSRV5 - Service List for Contract | 1     |
| Planning & Design Eng.    | MSRV5 - Service List for Contract | 1     |
| Plant Maintenance Officer | MSRV5 - Service List for Contract | 1     |
| Port Engineer             | MSRV5 - Service List for Contract | 1     |
| PQDC Officer              | MSRV5 - Service List for Contract | 1     |
| Procurement Officer       | MSRV5 - Service List for Contract | 1     |
| Production Administration | MSRV5 - Service List for Contract | 1     |
| Project Officer           | MSRV5 - Service List for Contract | 1     |
| Purchasing Adm. Officer   | MSRV5 - Service List for Contract | 1     |
| Purchasing Manager        | MSRV5 - Service List for Contract | 1     |
| Purchasing Officer        | MSRV5 - Service List for Contract | 1     |
| Shared Service Unit Gener | MSRV5 - Service List for Contract | 1     |
| Shipment Admin Officer    | MSRV5 - Service List for Contract | 1     |
| Shipping Admin Officer    | MSRV5 - Service List for Contract | 1     |

| HR Position                    | Code Matrix                          | Count |
|--------------------------------|--------------------------------------|-------|
| Supporting Infr. Dev. Sup      | MSRV5 - Service List for Contract    | 1     |
| Tender Officer                 | MSRV5 - Service List for Contract    | 1     |
| Trade Finance Admin.           | MSRV5 - Service List for Contract    | 1     |
| Trade Finance Officer          | MSRV5 - Service List for Contract    | 1     |
| Traffic & Admin Superinte      | MSRV5 - Service List for Contract    | 1     |
| Transhipment Supervisor        | MSRV5 - Service List for Contract    | 1     |
| Transport Analyst              | MSRV5 - Service List for Contract    | 1     |
| Treasury & Bangking Manag      | MSRV5 - Service List for Contract    | 1     |
| Treasury Administration        | MSRV5 - Service List for Contract    | 1     |
| Treasury General Manager       | MSRV5 - Service List for Contract    | 1     |
| Treasury Settlement Offic      | MSRV5 - Service List for Contract    | 1     |
| Treasury Superintendent        | MSRV5 - Service List for Contract    | 1     |
| Accounting Manager             | MSRV6 - Service List for Entry Sheet | 1     |
| Accounting Officer             | MSRV6 - Service List for Entry Sheet | 1     |
| AP Control Manager             | MSRV6 - Service List for Entry Sheet | 1     |
| AR Control Superintendent      | MSRV6 - Service List for Entry Sheet | 1     |
| AR NON Trade Control Serv      | MSRV6 - Service List for Entry Sheet | 1     |
| AR Officer                     | MSRV6 - Service List for Entry Sheet | 1     |
| AR Trade Control Service       | MSRV6 - Service List for Entry Sheet | 1     |
| Bank & Trade Finance Mana      | MSRV6 - Service List for Entry Sheet | 1     |
| Bank Rels. Officer & Cash      | MSRV6 - Service List for Entry Sheet | 1     |
| Budget & Control Supervis      | MSRV6 - Service List for Entry Sheet | 1     |
| Budget Officer                 | MSRV6 - Service List for Entry Sheet | 1     |
| Cash Management Administration | MSRV6 - Service List for Entry Sheet | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Cash Management Officer   | MSRV6 - Service List for Entry Sheet | 1     |
| Contract Management Engin | MSRV6 - Service List for Entry Sheet | 1     |
| Default position          | MSRV6 - Service List for Entry Sheet | 1     |
| Electrical Supervisor     | MSRV6 - Service List for Entry Sheet | 1     |
| Finance & Adm General Man | MSRV6 - Service List for Entry Sheet | 1     |
| Finance Admin             | MSRV6 - Service List for Entry Sheet | 1     |
| Finance Rep. & Analyst Ma | MSRV6 - Service List for Entry Sheet | 1     |
| Finance Reporting Officer | MSRV6 - Service List for Entry Sheet | 1     |
| Financial & Accounting Su | MSRV6 - Service List for Entry Sheet | 1     |
| Financial Control Departm | MSRV6 - Service List for Entry Sheet | 1     |
| Financial Reporting Manag | MSRV6 - Service List for Entry Sheet | 1     |
| Financial Reporting Offic | MSRV6 - Service List for Entry Sheet | 1     |
| Financial Reporting Super | MSRV6 - Service List for Entry Sheet | 1     |
| Infrastructure Dev. Plan  | MSRV6 - Service List for Entry Sheet | 1     |
| Managerial Reporting Supe | MSRV6 - Service List for Entry Sheet | 1     |
| Marine Support Officer    | MSRV6 - Service List for Entry Sheet | 1     |
| Mech & Elect Superintende | MSRV6 - Service List for Entry Sheet | 1     |
| Mechanical Supervisor     | MSRV6 - Service List for Entry Sheet | 1     |
| MGM_REP                   | MSRV6 - Service List for Entry Sheet | 1     |
| Mgt Reporting & Budget Se | MSRV6 - Service List for Entry Sheet | 1     |
| P&C Superintendent        | MSRV6 - Service List for Entry Sheet | 1     |
| Planning & Design Eng.    | MSRV6 - Service List for Entry Sheet | 1     |
| Plant Maintenance Officer | MSRV6 - Service List for Entry Sheet | 1     |
| Port Engineer             | MSRV6 - Service List for Entry Sheet | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| PQDC Officer              | MSRV6 - Service List for Entry Sheet        | 1     |
| Procurement Officer       | MSRV6 - Service List for Entry Sheet        | 1     |
| Production Administration | MSRV6 - Service List for Entry Sheet        | 1     |
| Project Officer           | MSRV6 - Service List for Entry Sheet        | 1     |
| Purchasing Adm. Officer   | MSRV6 - Service List for Entry Sheet        | 1     |
| Purchasing Officer        | MSRV6 - Service List for Entry Sheet        | 1     |
| Shared Service Unit Gener | MSRV6 - Service List for Entry Sheet        | 1     |
| Shipment Admin Officer    | MSRV6 - Service List for Entry Sheet        | 1     |
| Shipping Admin Officer    | MSRV6 - Service List for Entry Sheet        | 1     |
| Supporting Infr. Dev. Sup | MSRV6 - Service List for Entry Sheet        | 1     |
| Tender Officer            | MSRV6 - Service List for Entry Sheet        | 1     |
| Trade Finance Admin.      | MSRV6 - Service List for Entry Sheet        | 1     |
| Trade Finance Officer     | MSRV6 - Service List for Entry Sheet        | 1     |
| Traffic & Admin Superinte | MSRV6 - Service List for Entry Sheet        | 1     |
| Transhipment Supervisor   | MSRV6 - Service List for Entry Sheet        | 1     |
| Transport Analyst         | MSRV6 - Service List for Entry Sheet        | 1     |
| Treasury & Bangking Manag | MSRV6 - Service List for Entry Sheet        | 1     |
| Treasury Administration   | MSRV6 - Service List for Entry Sheet        | 1     |
| Treasury General Manager  | MSRV6 - Service List for Entry Sheet        | 1     |
| Treasury Settlement Offic | MSRV6 - Service List for Entry Sheet        | 1     |
| Treasury Superintendent   | MSRV6 - Service List for Entry Sheet        | 1     |
| SAP Support               | NACE - WFMC: Initial Customizing Screen     | 1     |
| External Auditor          | OA02 - Substitution: Mass Changes to Assets | 1     |
| Finance Reporting Officer | OA02 - Substitution: Mass Changes to Assets | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | OA02 - Substitution: Mass Changes to Assets | 1     |
| Financial Reporting Offic | OA02 - Substitution: Mass Changes to Assets | 1     |
| Financial Reporting Senio | OA02 - Substitution: Mass Changes to Assets | 1     |
| Internal Auditor          | OA02 - Substitution: Mass Changes to Assets | 1     |
| SAP Support               | OA02 - Substitution: Mass Changes to Assets | 1     |
| SAP Support               | OAAQ - Take back FI-AA year-end closing     | 1     |
| SAP Support               | OAAR - C AM Year-end closing by area        | 1     |
| External Auditor          | OACB - Customer name for evaluation group 1 | 1     |
| Finance Reporting Officer | OACB - Customer name for evaluation group 1 | 1     |
| Financial Reporting Manag | OACB - Customer name for evaluation group 1 | 1     |
| Financial Reporting Offic | OACB - Customer name for evaluation group 1 | 1     |
| Financial Reporting Senio | OACB - Customer name for evaluation group 1 | 1     |
| Internal Auditor          | OACB - Customer name for evaluation group 1 | 1     |
| SAP Support               | OACB - Customer name for evaluation group 1 | 1     |
| External Auditor          | OACC - Customer name for evaluation group 1 | 1     |
| Finance Reporting Officer | OACC - Customer name for evaluation group 1 | 1     |
| Financial Reporting Manag | OACC - Customer name for evaluation group 1 | 1     |
| Financial Reporting Offic | OACC - Customer name for evaluation group 1 | 1     |
| Financial Reporting Senio | OACC - Customer name for evaluation group 1 | 1     |
| Internal Auditor          | OACC - Customer name for evaluation group 1 | 1     |
| SAP Support               | OACC - Customer name for evaluation group 1 | 1     |
| External Auditor          | OACD - Customer name for evaluation group 1 | 1     |
| Finance Reporting Officer | OACD - Customer name for evaluation group 1 | 1     |
| Financial Reporting Manag | OACD - Customer name for evaluation group 1 | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | OACD - Customer name for evaluation group 1 | 1     |
| Financial Reporting Senio | OACD - Customer name for evaluation group 1 | 1     |
| Internal Auditor          | OACD - Customer name for evaluation group 1 | 1     |
| SAP Support               | OACD - Customer name for evaluation group 1 | 1     |
| External Auditor          | OACE - Customer name for evaluation group 1 | 1     |
| Finance Reporting Officer | OACE - Customer name for evaluation group 1 | 1     |
| Financial Reporting Manag | OACE - Customer name for evaluation group 1 | 1     |
| Financial Reporting Offic | OACE - Customer name for evaluation group 1 | 1     |
| Financial Reporting Senio | OACE - Customer name for evaluation group 1 | 1     |
| Internal Auditor          | OACE - Customer name for evaluation group 1 | 1     |
| SAP Support               | OACE - Customer name for evaluation group 1 | 1     |
| External Auditor          | OACF - Customer name for evaluation group 1 | 1     |
| Finance Reporting Officer | OACF - Customer name for evaluation group 1 | 1     |
| Financial Reporting Manag | OACF - Customer name for evaluation group 1 | 1     |
| Financial Reporting Offic | OACF - Customer name for evaluation group 1 | 1     |
| Financial Reporting Senio | OACF - Customer name for evaluation group 1 | 1     |
| Internal Auditor          | OACF - Customer name for evaluation group 1 | 1     |
| SAP Support               | OACF - Customer name for evaluation group 1 | 1     |
| External Auditor          | OAOA - FI-AA: Define asset classes          | 1     |
| Finance Reporting Officer | OAOA - FI-AA: Define asset classes          | 1     |
| Financial Reporting Manag | OAOA - FI-AA: Define asset classes          | 1     |
| Financial Reporting Offic | OAOA - FI-AA: Define asset classes          | 1     |
| Financial Reporting Senio | OAOA - FI-AA: Define asset classes          | 1     |
| Internal Auditor          | OAOA - FI-AA: Define asset classes          | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| SAP Support               | OAOA - FI-AA: Define asset classes          | 1     |
| External Auditor          | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| Finance Reporting Officer | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| Financial Reporting Manag | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| Financial Reporting Offic | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| Financial Reporting Senio | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| Internal Auditor          | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| SAP Support               | OAV7 - C AM Change Simulation<br>Versions   | 1     |
| External Auditor          | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| Finance Reporting Officer | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| Financial Reporting Manag | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| Financial Reporting Offic | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| Financial Reporting Senio | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| Internal Auditor          | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| SAP Support               | OAV8 - FI-AA C Def. Eval. Group, 8 places   | 1     |
| External Auditor          | OAV9 - C AM Asset hist. group view maint.   | 1     |
| Finance Reporting Officer | OAV9 - C AM Asset hist. group view maint.   | 1     |
| Financial Reporting Manag | OAV9 - C AM Asset hist. group view maint.   | 1     |
| Financial Reporting Offic | OAV9 - C AM Asset hist. group view maint.   | 1     |
| Financial Reporting Senio | OAV9 - C AM Asset hist. group view maint.   | 1     |
| Internal Auditor          | OAV9 - C AM Asset hist. group view maint.   | 1     |
| SAP Support               | OAV9 - C AM Asset hist. group view maint.   | 1     |
| External Auditor          | OAVA - C AM Eval. Group View<br>Maintenance | 1     |
| Finance Reporting Officer | OAVA - C AM Eval. Group View<br>Maintenance | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | OAVA - C AM Eval. Group View Maintenance    | 1     |
| Financial Reporting Offic | OAVA - C AM Eval. Group View<br>Maintenance | 1     |
| Financial Reporting Senio | OAVA - C AM Eval. Group View Maintenance    | 1     |
| Internal Auditor          | OAVA - C AM Eval. Group View Maintenance    | 1     |
| SAP Support               | OAVA - C AM Eval. Group View Maintenance    | 1     |
| External Auditor          | OAVI - C AM View Maint. Sort Versions       | 1     |
| Finance Reporting Officer | OAVI - C AM View Maint. Sort Versions       | 1     |
| Financial Reporting Manag | OAVI - C AM View Maint. Sort Versions       | 1     |
| Financial Reporting Offic | OAVI - C AM View Maint. Sort Versions       | 1     |
| Financial Reporting Senio | OAVI - C AM View Maint. Sort Versions       | 1     |
| Internal Auditor          | OAVI - C AM View Maint. Sort Versions       | 1     |
| SAP Support               | OAVI - C AM View Maint. Sort Versions       | 1     |
| External Auditor          | OAW3 - Translation method                   | 1     |
| Finance Reporting Officer | OAW3 - Translation method                   | 1     |
| Financial Reporting Manag | OAW3 - Translation method                   | 1     |
| Financial Reporting Offic | OAW3 - Translation method                   | 1     |
| Financial Reporting Senio | OAW3 - Translation method                   | 1     |
| Internal Auditor          | OAW3 - Translation method                   | 1     |
| SAP Support               | OAW3 - Translation method                   | 1     |
| SAP Support               | OAWF - Assign Workflow Tasks                | 1     |
| External Auditor          | OAYN - Assign bal.sheet/inc.stmt to area    | 1     |
| Finance Reporting Officer | OAYN - Assign bal.sheet/inc.stmt to area    | 1     |
| Financial Reporting Manag | OAYN - Assign bal.sheet/inc.stmt to area    | 1     |
| Financial Reporting Offic | OAYN - Assign bal.sheet/inc.stmt to area    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | OAYN - Assign bal.sheet/inc.stmt to area | 1     |
| Internal Auditor          | OAYN - Assign bal.sheet/inc.stmt to area | 1     |
| SAP Support               | OAYN - Assign bal.sheet/inc.stmt to area | 1     |
| Bank & Trade Finance Mana | OB08 - C FI Maintain table TCURR         | 1     |
| Finance & Adm General Man | OB08 - C FI Maintain table TCURR         | 1     |
| Financial Control Departm | OB08 - C FI Maintain table TCURR         | 1     |
| SAP Support               | OB08 - C FI Maintain table TCURR         | 1     |
| Treasury & Bangking Manag | OB08 - C FI Maintain table TCURR         | 1     |
| Treasury General Manager  | OB08 - C FI Maintain table TCURR         | 1     |
| SAP Support               | OB52 - C FI Maintain Table T001B         | 1     |
| Accounting Officer        | OB83 - C FI Maintain Table T056P         | 1     |
| Bank & Trade Finance Mana | OB83 - C FI Maintain Table T056P         | 1     |
| Bank Rels. Officer & Cash | OB83 - C FI Maintain Table T056P         | 1     |
| Cash Management Officer   | OB83 - C FI Maintain Table T056P         | 1     |
| Finance & Adm General Man | OB83 - C FI Maintain Table T056P         | 1     |
| Finance Admin             | OB83 - C FI Maintain Table T056P         | 1     |
| Financial & Accounting Su | OB83 - C FI Maintain Table T056P         | 1     |
| Financial Control Departm | OB83 - C FI Maintain Table T056P         | 1     |
| Trade Finance Admin.      | OB83 - C FI Maintain Table T056P         | 1     |
| Trade Finance Officer     | OB83 - C FI Maintain Table T056P         | 1     |
| Treasury & Bangking Manag | OB83 - C FI Maintain Table T056P         | 1     |
| Treasury General Manager  | OB83 - C FI Maintain Table T056P         | 1     |
| Treasury Settlement Offic | OB83 - C FI Maintain Table T056P         | 1     |
| Treasury Superintendent   | OB83 - C FI Maintain Table T056P         | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| SAP Support               | OBA1 - C FI Maintain Table T030              | 1     |
| Bank & Trade Finance Mana | OBPM4 - Payment Medium Selection<br>Variants | 1     |
| Finance & Adm General Man | OBPM4 - Payment Medium Selection Variants    | 1     |
| Financial Control Departm | OBPM4 - Payment Medium Selection Variants    | 1     |
| Treasury & Bangking Manag | OBPM4 - Payment Medium Selection<br>Variants | 1     |
| Treasury General Manager  | OBPM4 - Payment Medium Selection<br>Variants | 1     |
| SAP Support               | OBYC - C FI Table T030                       | 1     |
| External Auditor          | OCC1 - FI-LC: Table FGSBK                    | 1     |
| Finance Reporting Officer | OCC1 - FI-LC: Table FGSBK                    | 1     |
| Financial Reporting Manag | OCC1 - FI-LC: Table FGSBK                    | 1     |
| Financial Reporting Offic | OCC1 - FI-LC: Table FGSBK                    | 1     |
| Financial Reporting Senio | OCC1 - FI-LC: Table FGSBK                    | 1     |
| Internal Auditor          | OCC1 - FI-LC: Table FGSBK                    | 1     |
| SAP Support               | OCC1 - FI-LC: Table FGSBK                    | 1     |
| External Auditor          | OF14 - Set Up FM Area                        | 1     |
| Finance Reporting Officer | OF14 - Set Up FM Area                        | 1     |
| Financial Reporting Manag | OF14 - Set Up FM Area                        | 1     |
| Financial Reporting Offic | OF14 - Set Up FM Area                        | 1     |
| Financial Reporting Senio | OF14 - Set Up FM Area                        | 1     |
| Internal Auditor          | OF14 - Set Up FM Area                        | 1     |
| SAP Support               | OF14 - Set Up FM Area                        | 1     |
| External Auditor          | OF18 - Assign Company Code to FM<br>Area     | 1     |
| Finance Reporting Officer | OF18 - Assign Company Code to FM<br>Area     | 1     |
| Financial Reporting Manag | OF18 - Assign Company Code to FM<br>Area     | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | OF18 - Assign Company Code to FM<br>Area    | 1     |
| Financial Reporting Senio | OF18 - Assign Company Code to FM<br>Area    | 1     |
| Internal Auditor          | OF18 - Assign Company Code to FM<br>Area    | 1     |
| SAP Support               | OF18 - Assign Company Code to FM<br>Area    | 1     |
| External Auditor          | OH00 - Access Subset View                   | 1     |
| Finance Reporting Officer | OH00 - Access Subset View                   | 1     |
| Financial Reporting Manag | OH00 - Access Subset View                   | 1     |
| Financial Reporting Offic | OH00 - Access Subset View                   | 1     |
| Financial Reporting Senio | OH00 - Access Subset View                   | 1     |
| Internal Auditor          | OH00 - Access Subset View                   | 1     |
| SAP Support               | OH00 - Access Subset View                   | 1     |
| External Auditor          | OIAD - Field sel. equipment-specific fields | 1     |
| Finance Reporting Officer | OIAD - Field sel. equipment-specific fields | 1     |
| Financial Reporting Manag | OIAD - Field sel. equipment-specific fields | 1     |
| Financial Reporting Offic | OIAD - Field sel. equipment-specific fields | 1     |
| Financial Reporting Senio | OIAD - Field sel. equipment-specific fields | 1     |
| Internal Auditor          | OIAD - Field sel. equipment-specific fields | 1     |
| SAP Support               | OIAD - Field sel. equipment-specific fields | 1     |
| External Auditor          | OIAN - Field Selection Order Header<br>Data | 1     |
| Finance Reporting Officer | OIAN - Field Selection Order Header<br>Data | 1     |
| Financial Reporting Manag | OIAN - Field Selection Order Header<br>Data | 1     |
| Financial Reporting Offic | OIAN - Field Selection Order Header<br>Data | 1     |
| Financial Reporting Senio | OIAN - Field Selection Order Header<br>Data | 1     |
| Internal Auditor          | OIAN - Field Selection Order Header<br>Data | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| SAP Support               | OIAN - Field Selection Order Header<br>Data | 1     |
| SAP Support               | OIAZ - Field selection functional location  | 1     |
| External Auditor          | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| Finance Reporting Officer | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| Financial Reporting Manag | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| Financial Reporting Offic | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| Financial Reporting Senio | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| Internal Auditor          | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| SAP Support               | OK17 - Reconciliation Ledger: Acct Determ.  | 1     |
| SAP Support               | OKB9 - Change Automatic Account Assignment  | 1     |
| SAP Support               | OKC7 - Define Validation                    | 1     |
| SAP Support               | OKENN - Display Standard Hierarchy          | 1     |
| SAP Support               | OKEON - Change Standard Hierarchy           | 1     |
| External Auditor          | OKKN - Costing Variants for Product Costing | 1     |
| Finance Reporting Officer | OKKN - Costing Variants for Product Costing | 1     |
| Financial Reporting Manag | OKKN - Costing Variants for Product Costing | 1     |
| Financial Reporting Offic | OKKN - Costing Variants for Product Costing | 1     |
| Financial Reporting Senio | OKKN - Costing Variants for Product Costing | 1     |
| Internal Auditor          | OKKN - Costing Variants for Product Costing | 1     |
| SAP Support               | OKKN - Costing Variants for Product Costing | 1     |
| Accounting Manager        | OKP1 - Maintain Period Lock                 | 1     |
| Accounting Officer        | OKP1 - Maintain Period Lock                 | 1     |
| AP & AR Control Superviso | OKP1 - Maintain Period Lock                 | 1     |
| Finance & Adm General Man | OKP1 - Maintain Period Lock                 | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Finance Admin             | OKP1 - Maintain Period Lock                  | 1     |
| Finance Rep. & Analyst Ma | OKP1 - Maintain Period Lock                  | 1     |
| Finance Reporting Officer | OKP1 - Maintain Period Lock                  | 1     |
| Financial & Accounting Su | OKP1 - Maintain Period Lock                  | 1     |
| Financial Control Departm | OKP1 - Maintain Period Lock                  | 1     |
| Financial Reporting Manag | OKP1 - Maintain Period Lock                  | 1     |
| Financial Reporting Offic | OKP1 - Maintain Period Lock                  | 1     |
| Financial Reporting Senio | OKP1 - Maintain Period Lock                  | 1     |
| Financial Reporting Super | OKP1 - Maintain Period Lock                  | 1     |
| Mgt Reporting & Budget Se | OKP1 - Maintain Period Lock                  | 1     |
| President Director        | OKP1 - Maintain Period Lock                  | 1     |
| External Auditor          | OMBZ - Rev. GR Despite Invoice               | 1     |
| Finance Reporting Officer | OMBZ - Rev. GR Despite Invoice               | 1     |
| Financial Reporting Manag | OMBZ - Rev. GR Despite Invoice               | 1     |
| Financial Reporting Offic | OMBZ - Rev. GR Despite Invoice               | 1     |
| Financial Reporting Senio | OMBZ - Rev. GR Despite Invoice               | 1     |
| Internal Auditor          | OMBZ - Rev. GR Despite Invoice               | 1     |
| SAP Support               | OMBZ - Rev. GR Despite Invoice               | 1     |
| External Auditor          | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |
| Finance Reporting Officer | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |
| Financial Reporting Manag | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |
| Financial Reporting Offic | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |
| Financial Reporting Senio | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |
| Internal Auditor          | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| SAP Support               | OMC0 - Tolerance Limits for Goods<br>Receipt | 1     |
| External Auditor          | OMDU - C MD Activate MRP                     | 1     |
| Finance Reporting Officer | OMDU - C MD Activate MRP                     | 1     |
| Financial Reporting Manag | OMDU - C MD Activate MRP                     | 1     |
| Financial Reporting Offic | OMDU - C MD Activate MRP                     | 1     |
| Financial Reporting Senio | OMDU - C MD Activate MRP                     | 1     |
| Internal Auditor          | OMDU - C MD Activate MRP                     | 1     |
| SAP Support               | OMDU - C MD Activate MRP                     | 1     |
| External Auditor          | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| Finance Reporting Officer | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| Financial Reporting Manag | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| Financial Reporting Offic | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| Financial Reporting Senio | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| Internal Auditor          | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| SAP Support               | OME9 - C MM-PUR Acct. Assignment Categories  | 1     |
| External Auditor          | OMEC - Copying Control Maintenance           | 1     |
| Finance Reporting Officer | OMEC - Copying Control Maintenance           | 1     |
| Financial Reporting Manag | OMEC - Copying Control Maintenance           | 1     |
| Financial Reporting Offic | OMEC - Copying Control Maintenance           | 1     |
| Financial Reporting Senio | OMEC - Copying Control Maintenance           | 1     |
| Internal Auditor          | OMEC - Copying Control Maintenance           | 1     |
| SAP Support               | OMEC - Copying Control Maintenance           | 1     |
| SAP Support               | OMH6 - Number Ranges for Purch.<br>Documents | 1     |
| External Auditor          | OMJ7 - Plant/Val.Area - Divis> Busin.Ar.     | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | OMJ7 - Plant/Val.Area - Divis><br>Busin.Ar.     | 1     |
| Financial Reporting Manag | OMJ7 - Plant/Val.Area - Divis><br>Busin.Ar.     | 1     |
| Financial Reporting Offic | OMJ7 - Plant/Val.Area - Divis><br>Busin.Ar.     | 1     |
| Financial Reporting Senio | OMJ7 - Plant/Val.Area - Divis><br>Busin.Ar.     | 1     |
| Internal Auditor          | OMJ7 - Plant/Val.Area - Divis> Busin.Ar.        | 1     |
| SAP Support               | OMJ7 - Plant/Val.Area - Divis><br>Busin.Ar.     | 1     |
| SAP Support               | OMJJ - Customizing: New Movement Types          | 1     |
| External Auditor          | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| Finance Reporting Officer | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| Financial Reporting Manag | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| Financial Reporting Offic | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| Financial Reporting Senio | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| Internal Auditor          | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| SAP Support               | OMJM - Comprn plnt/val.area - divis>BusAr       | 1     |
| External Auditor          | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| Finance Reporting Officer | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| Financial Reporting Manag | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| Financial Reporting Offic | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| Financial Reporting Senio | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| Internal Auditor          | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| SAP Support               | OMKI - C MM-PUR Default Purchasing Org.         | 1     |
| External Auditor          | OMKJ - C MM-PUR P.Org. Cross-<br>CoCode Release | 1     |
| Finance Reporting Officer | OMKJ - C MM-PUR P.Org. Cross-<br>CoCode Release | 1     |
| Financial Reporting Manag | OMKJ - C MM-PUR P.Org. Cross-CoCode Release     | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | OMKJ - C MM-PUR P.Org. Cross-<br>CoCode Release | 1     |
| Financial Reporting Senio | OMKJ - C MM-PUR P.Org. Cross-<br>CoCode Release | 1     |
| Internal Auditor          | OMKJ - C MM-PUR P.Org. Cross-<br>CoCode Release | 1     |
| SAP Support               | OMKJ - C MM-PUR P.Org. Cross-CoCode Release     | 1     |
| External Auditor          | OMOE - Generate and Initialize LIL              | 1     |
| Finance Reporting Officer | OMOE - Generate and Initialize LIL              | 1     |
| Financial Reporting Manag | OMOE - Generate and Initialize LIL              | 1     |
| Financial Reporting Offic | OMOE - Generate and Initialize LIL              | 1     |
| Financial Reporting Senio | OMOE - Generate and Initialize LIL              | 1     |
| Internal Auditor          | OMOE - Generate and Initialize LIL              | 1     |
| SAP Support               | OMOE - Generate and Initialize LIL              | 1     |
| External Auditor          | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| Finance Reporting Officer | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| Financial Reporting Manag | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| Financial Reporting Offic | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| Financial Reporting Senio | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| Internal Auditor          | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| SAP Support               | OMR4 - MM-IV Doc.Type/NK Incoming Invoice       | 1     |
| External Auditor          | OMR6 - Tolerance limits: Inv.Verification       | 1     |
| Finance Reporting Officer | OMR6 - Tolerance limits: Inv.Verification       | 1     |
| Financial Reporting Manag | OMR6 - Tolerance limits: Inv.Verification       | 1     |
| Financial Reporting Offic | OMR6 - Tolerance limits: Inv.Verification       | 1     |
| Financial Reporting Senio | OMR6 - Tolerance limits: Inv.Verification       | 1     |
| Internal Auditor          | OMR6 - Tolerance limits: Inv.Verification       | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| SAP Support               | OMR6 - Tolerance limits: Inv.Verification  | 1     |
| External Auditor          | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| Finance Reporting Officer | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| Financial Reporting Manag | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| Financial Reporting Offic | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| Financial Reporting Senio | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| Internal Auditor          | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| SAP Support               | OMRJ - C MM-IM NoRange RE_BELEG            | 1     |
| External Auditor          | OMS9 - Configure Field/Screen<br>Selection | 1     |
| Finance Reporting Officer | OMS9 - Configure Field/Screen<br>Selection | 1     |
| Financial Reporting Manag | OMS9 - Configure Field/Screen<br>Selection | 1     |
| Financial Reporting Offic | OMS9 - Configure Field/Screen<br>Selection | 1     |
| Financial Reporting Senio | OMS9 - Configure Field/Screen<br>Selection | 1     |
| Internal Auditor          | OMS9 - Configure Field/Screen Selection    | 1     |
| SAP Support               | OMS9 - Configure Field/Screen<br>Selection | 1     |
| External Auditor          | OMSG - Account Groups: Vendor              | 1     |
| Finance Reporting Officer | OMSG - Account Groups: Vendor              | 1     |
| Financial Reporting Manag | OMSG - Account Groups: Vendor              | 1     |
| Financial Reporting Offic | OMSG - Account Groups: Vendor              | 1     |
| Financial Reporting Senio | OMSG - Account Groups: Vendor              | 1     |
| Internal Auditor          | OMSG - Account Groups: Vendor              | 1     |
| SAP Support               | OMSG - Account Groups: Vendor              | 1     |
| External Auditor          | OMSR - C MM-BD Field Groups                | 1     |
| Finance Reporting Officer | OMSR - C MM-BD Field Groups                | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | OMSR - C MM-BD Field Groups                    | 1     |
| Financial Reporting Offic | OMSR - C MM-BD Field Groups                    | 1     |
| Financial Reporting Senio | OMSR - C MM-BD Field Groups                    | 1     |
| Internal Auditor          | OMSR - C MM-BD Field Groups                    | 1     |
| SAP Support               | OMSR - C MM-BD Field Groups                    | 1     |
| External Auditor          | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| Finance Reporting Officer | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| Financial Reporting Manag | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| Financial Reporting Offic | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| Financial Reporting Senio | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| Internal Auditor          | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| SAP Support               | OMWB - C MM-IV Autom. Acct. Assgt. (Simu.)     | 1     |
| External Auditor          | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| Finance Reporting Officer | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| Financial Reporting Manag | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| Financial Reporting Offic | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| Financial Reporting Senio | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| Internal Auditor          | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| SAP Support               | OMWD - C RM-MAT MB Grouping Valuation Area     | 1     |
| External Auditor          | OMWM - C MM IV Control: Accnt<br>Determination | 1     |
| Finance Reporting Officer | OMWM - C MM IV Control: Accnt<br>Determination | 1     |
| Financial Reporting Manag | OMWM - C MM IV Control: Accnt<br>Determination | 1     |
| Financial Reporting Offic | OMWM - C MM IV Control: Accnt<br>Determination | 1     |
| Financial Reporting Senio | OMWM - C MM IV Control: Accnt Determination    | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Internal Auditor          | OMWM - C MM IV Control: Accnt<br>Determination | 1     |
| SAP Support               | OMWM - C MM IV Control: Accnt<br>Determination | 1     |
| External Auditor          | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| Finance Reporting Officer | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| Financial Reporting Manag | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| Financial Reporting Offic | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| Financial Reporting Senio | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| Internal Auditor          | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| SAP Support               | OMWN - MM-IM: Acct Group. Code for Mvt.Type    | 1     |
| External Auditor          | OOCU - Task Customizing                        | 1     |
| Finance Reporting Officer | OOCU - Task Customizing                        | 1     |
| Financial Reporting Manag | OOCU - Task Customizing                        | 1     |
| Financial Reporting Offic | OOCU - Task Customizing                        | 1     |
| Financial Reporting Senio | OOCU - Task Customizing                        | 1     |
| Internal Auditor          | OOCU - Task Customizing                        | 1     |
| SAP Support               | OOCU - Task Customizing                        | 1     |
| Comp.Benefit HR Berau Off | OODT - Data Transfer                           | 1     |
| Comp.Benefit HR Berau Sup | OODT - Data Transfer                           | 1     |
| GA Staff JKT              | OODT - Data Transfer                           | 1     |
| HR System Support Officer | OODT - Data Transfer                           | 1     |
| Comp.Benefit HR Berau Off | OOHQ - Integration: PLOG - PREL                | 1     |
| Comp.Benefit HR Berau Sup | OOHQ - Integration: PLOG - PREL                | 1     |
| GA Staff JKT              | OOHQ - Integration: PLOG - PREL                | 1     |
| HR Development Manager    | OOHQ - Integration: PLOG - PREL                | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| HR System Support Officer | OOHQ - Integration: PLOG - PREL      | 1     |
| Recruit & Assessment Offi | OOHQ - Integration: PLOG - PREL      | 1     |
| Recruitment Officer       | OOHQ - Integration: PLOG - PREL      | 1     |
| Comp.Benefit HR Berau Off | OOMV - Create Sequential File for PD | 1     |
| Comp.Benefit HR Berau Sup | OOMV - Create Sequential File for PD | 1     |
| GA Staff JKT              | OOMV - Create Sequential File for PD | 1     |
| HR System Support Officer | OOMV - Create Sequential File for PD | 1     |
| HR Development Manager    | OOPH - Set Up PA - PD Integration    | 1     |
| External Auditor          | OP54 - Define Formula                | 1     |
| Finance Reporting Officer | OP54 - Define Formula                | 1     |
| Financial Reporting Manag | OP54 - Define Formula                | 1     |
| Financial Reporting Offic | OP54 - Define Formula                | 1     |
| Financial Reporting Senio | OP54 - Define Formula                | 1     |
| Internal Auditor          | OP54 - Define Formula                | 1     |
| SAP Support               | OP54 - Define Formula                | 1     |
| External Auditor          | OP62 - Number ranges for routings    | 1     |
| Finance Reporting Officer | OP62 - Number ranges for routings    | 1     |
| Financial Reporting Manag | OP62 - Number ranges for routings    | 1     |
| Financial Reporting Offic | OP62 - Number ranges for routings    | 1     |
| Financial Reporting Senio | OP62 - Number ranges for routings    | 1     |
| Internal Auditor          | OP62 - Number ranges for routings    | 1     |
| SAP Support               | OP62 - Number ranges for routings    | 1     |
| External Auditor          | OP7B - Define Parameters             | 1     |
| Finance Reporting Officer | OP7B - Define Parameters             | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | OP7B - Define Parameters                     | 1     |
| Financial Reporting Offic | OP7B - Define Parameters                     | 1     |
| Financial Reporting Senio | OP7B - Define Parameters                     | 1     |
| Internal Auditor          | OP7B - Define Parameters                     | 1     |
| SAP Support               | OP7B - Define Parameters                     | 1     |
| SAP Support               | OPI1 - Maintain Value Categories             | 1     |
| SAP Support               | OPI2 - Value Categories for Cost<br>Elements | 1     |
| SAP Support               | OPI5 - Value Categories for Stag.Key Figs    | 1     |
| External Auditor          | OPJH - Order types production order          | 1     |
| Finance Reporting Officer | OPJH - Order types production order          | 1     |
| Financial Reporting Manag | OPJH - Order types production order          | 1     |
| Financial Reporting Offic | OPJH - Order types production order          | 1     |
| Financial Reporting Senio | OPJH - Order types production order          | 1     |
| Internal Auditor          | OPJH - Order types production order          | 1     |
| SAP Support               | OPJH - Order types production order          | 1     |
| External Auditor          | OPK4 - Confirmation Parameters               | 1     |
| Finance Reporting Officer | OPK4 - Confirmation Parameters               | 1     |
| Financial Reporting Manag | OPK4 - Confirmation Parameters               | 1     |
| Financial Reporting Offic | OPK4 - Confirmation Parameters               | 1     |
| Financial Reporting Senio | OPK4 - Confirmation Parameters               | 1     |
| Internal Auditor          | OPK4 - Confirmation Parameters               | 1     |
| SAP Support               | OPK4 - Confirmation Parameters               | 1     |
| External Auditor          | OPL8 - Order type parameters:<br>Overview    | 1     |
| Finance Reporting Officer | OPL8 - Order type parameters:<br>Overview    | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | OPL8 - Order type parameters:<br>Overview | 1     |
| Financial Reporting Offic | OPL8 - Order type parameters:<br>Overview | 1     |
| Financial Reporting Senio | OPL8 - Order type parameters:<br>Overview | 1     |
| Internal Auditor          | OPL8 - Order type parameters:<br>Overview | 1     |
| SAP Support               | OPL8 - Order type parameters:<br>Overview | 1     |
| External Auditor          | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| Finance Reporting Officer | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| Financial Reporting Manag | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| Financial Reporting Offic | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| Financial Reporting Senio | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| Internal Auditor          | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| SAP Support               | OPPQ - C M MRP Plant Parameters for MRP   | 1     |
| External Auditor          | OPPR - C M MRP MRP Group                  | 1     |
| Finance Reporting Officer | OPPR - C M MRP MRP Group                  | 1     |
| Financial Reporting Manag | OPPR - C M MRP MRP Group                  | 1     |
| Financial Reporting Offic | OPPR - C M MRP MRP Group                  | 1     |
| Financial Reporting Senio | OPPR - C M MRP MRP Group                  | 1     |
| Internal Auditor          | OPPR - C M MRP MRP Group                  | 1     |
| SAP Support               | OPPR - C M MRP MRP Group                  | 1     |
| Finance & Adm General Man | OPS6 - Maintain Project Manager           | 1     |
| Mgt Reporting & Budget Se | OPS6 - Maintain Project Manager           | 1     |
| Finance & Adm General Man | OPS7 - Maintain Applicant                 | 1     |
| Mgt Reporting & Budget Se | OPS7 - Maintain Applicant                 | 1     |
| External Auditor          | OPS9 - Budget Management Profile          | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | OPS9 - Budget Management Profile           | 1     |
| Financial Reporting Manag | OPS9 - Budget Management Profile           | 1     |
| Financial Reporting Offic | OPS9 - Budget Management Profile           | 1     |
| Financial Reporting Senio | OPS9 - Budget Management Profile           | 1     |
| Internal Auditor          | OPS9 - Budget Management Profile           | 1     |
| SAP Support               | OPS9 - Budget Management Profile           | 1     |
| External Auditor          | OPSP - Capacity availability check         | 1     |
| Finance Reporting Officer | OPSP - Capacity availability check         | 1     |
| Financial Reporting Manag | OPSP - Capacity availability check         | 1     |
| Financial Reporting Offic | OPSP - Capacity availability check         | 1     |
| Financial Reporting Senio | OPSP - Capacity availability check         | 1     |
| Internal Auditor          | OPSP - Capacity availability check         | 1     |
| SAP Support               | OPSP - Capacity availability check         | 1     |
| Finance & Adm General Man | OPSX - PS: Reset "Budgeted" Status         | 1     |
| Mgt Reporting & Budget Se | OPSX - PS: Reset "Budgeted" Status         | 1     |
| External Auditor          | OPUJ - Field selection: Project definition | 1     |
| Finance Reporting Officer | OPUJ - Field selection: Project definition | 1     |
| Financial Reporting Manag | OPUJ - Field selection: Project definition | 1     |
| Financial Reporting Offic | OPUJ - Field selection: Project definition | 1     |
| Financial Reporting Senio | OPUJ - Field selection: Project definition | 1     |
| Internal Auditor          | OPUJ - Field selection: Project definition | 1     |
| SAP Support               | OPUJ - Field selection: Project definition | 1     |
| External Auditor          | OPUK - Field selection: WBS element        | 1     |
| Finance Reporting Officer | OPUK - Field selection: WBS element        | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | OPUK - Field selection: WBS element           | 1     |
| Financial Reporting Offic | OPUK - Field selection: WBS element           | 1     |
| Financial Reporting Senio | OPUK - Field selection: WBS element           | 1     |
| Internal Auditor          | OPUK - Field selection: WBS element           | 1     |
| SAP Support               | OPUK - Field selection: WBS element           | 1     |
| Finance & Adm General Man | OPUM - Maintain Subprojects                   | 1     |
| Mgt Reporting & Budget Se | OPUM - Maintain Subprojects                   | 1     |
| External Auditor          | OPUV - Network Type Parameters                | 1     |
| Finance Reporting Officer | OPUV - Network Type Parameters                | 1     |
| Financial Reporting Manag | OPUV - Network Type Parameters                | 1     |
| Financial Reporting Offic | OPUV - Network Type Parameters                | 1     |
| Financial Reporting Senio | OPUV - Network Type Parameters                | 1     |
| Internal Auditor          | OPUV - Network Type Parameters                | 1     |
| SAP Support               | OPUV - Network Type Parameters                | 1     |
| External Auditor          | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| Finance Reporting Officer | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| Financial Reporting Manag | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| Financial Reporting Offic | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| Financial Reporting Senio | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| Internal Auditor          | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| SAP Support               | OPVC - Convert Avlability Cntrl<br>Tol.Limits | 1     |
| External Auditor          | OS14 - Material Types Allowed in BOM Item     | 1     |
| Finance Reporting Officer | OS14 - Material Types Allowed in BOM Item     | 1     |
| Financial Reporting Manag | OS14 - Material Types Allowed in BOM Item     | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | OS14 - Material Types Allowed in BOM Item | 1     |
| Financial Reporting Senio | OS14 - Material Types Allowed in BOM Item | 1     |
| Internal Auditor          | OS14 - Material Types Allowed in BOM Item | 1     |
| SAP Support               | OS14 - Material Types Allowed in BOM Item | 1     |
| External Auditor          | OS27 - Modification Parameters for BOMs   | 1     |
| Finance Reporting Officer | OS27 - Modification Parameters for BOMs   | 1     |
| Financial Reporting Manag | OS27 - Modification Parameters for BOMs   | 1     |
| Financial Reporting Offic | OS27 - Modification Parameters for BOMs   | 1     |
| Financial Reporting Senio | OS27 - Modification Parameters for BOMs   | 1     |
| Internal Auditor          | OS27 - Modification Parameters for BOMs   | 1     |
| SAP Support               | OS27 - Modification Parameters for BOMs   | 1     |
| External Auditor          | OS28 - Defaults for BOMs                  | 1     |
| Finance Reporting Officer | OS28 - Defaults for BOMs                  | 1     |
| Financial Reporting Manag | OS28 - Defaults for BOMs                  | 1     |
| Financial Reporting Offic | OS28 - Defaults for BOMs                  | 1     |
| Financial Reporting Senio | OS28 - Defaults for BOMs                  | 1     |
| Internal Auditor          | OS28 - Defaults for BOMs                  | 1     |
| SAP Support               | OS28 - Defaults for BOMs                  | 1     |
| External Auditor          | OV33 - C RV View V_TVFK_KON               | 1     |
| Finance Reporting Officer | OV33 - C RV View V_TVFK_KON               | 1     |
| Financial Reporting Manag | OV33 - C RV View V_TVFK_KON               | 1     |
| Financial Reporting Offic | OV33 - C RV View V_TVFK_KON               | 1     |
| Financial Reporting Senio | OV33 - C RV View V_TVFK_KON               | 1     |
| Internal Auditor          | OV33 - C RV View V_TVFK_KON               | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| SAP Support               | OV33 - C RV View V_TVFK_KON                  | 1     |
| External Auditor          | OVA2 - Incompletion log                      | 1     |
| Finance Reporting Officer | OVA2 - Incompletion log                      | 1     |
| Financial Reporting Manag | OVA2 - Incompletion log                      | 1     |
| Financial Reporting Offic | OVA2 - Incompletion log                      | 1     |
| Financial Reporting Senio | OVA2 - Incompletion log                      | 1     |
| Internal Auditor          | OVA2 - Incompletion log                      | 1     |
| SAP Support               | OVA2 - Incompletion log                      | 1     |
| External Auditor          | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| Finance Reporting Officer | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| Financial Reporting Manag | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| Financial Reporting Offic | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| Financial Reporting Senio | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| Internal Auditor          | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| SAP Support               | OVAZ - C SD Tab. VAKZ Order<br>Type/Organiz. | 1     |
| External Auditor          | OVB2 -                                       | 1     |
| Finance Reporting Officer | OVB2 -                                       | 1     |
| Financial Reporting Manag | OVB2 -                                       | 1     |
| Financial Reporting Offic | OVB2 -                                       | 1     |
| Financial Reporting Senio | OVB2 -                                       | 1     |
| Internal Auditor          | OVB2 -                                       | 1     |
| SAP Support               | OVB2 -                                       | 1     |
| External Auditor          | OVF0 - C SD Table T134G Business<br>Areas    | 1     |
| Finance Reporting Officer | OVF0 - C SD Table T134G Business<br>Areas    | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | OVF0 - C SD Table T134G Business<br>Areas | 1     |
| Financial Reporting Offic | OVF0 - C SD Table T134G Business<br>Areas | 1     |
| Financial Reporting Senio | OVF0 - C SD Table T134G Business<br>Areas | 1     |
| Internal Auditor          | OVF0 - C SD Table T134G Business<br>Areas | 1     |
| SAP Support               | OVF0 - C SD Table T134G Business<br>Areas | 1     |
| External Auditor          | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| Finance Reporting Officer | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| Financial Reporting Manag | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| Financial Reporting Offic | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| Financial Reporting Senio | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| Internal Auditor          | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| SAP Support               | OVF1 - C SD Table TVTA Business<br>Areas  | 1     |
| External Auditor          | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| Finance Reporting Officer | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| Financial Reporting Manag | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| Financial Reporting Offic | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| Financial Reporting Senio | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| Internal Auditor          | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| SAP Support               | OVF2 - C SD Table TVTA Business<br>Areas  | 1     |
| External Auditor          | OVK5 - V Table VKM Material Acct Grp      | 1     |
| Finance Reporting Officer | OVK5 - V Table VKM Material Acct Grp      | 1     |
| Financial Reporting Manag | OVK5 - V Table VKM Material Acct Grp      | 1     |
| Financial Reporting Offic | OVK5 - V Table VKM Material Acct Grp      | 1     |
| Financial Reporting Senio | OVK5 - V Table VKM Material Acct Grp      | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Internal Auditor          | OVK5 - V Table VKM Material Acct Grp        | 1     |
| SAP Support               | OVK5 - V Table VKM Material Acct Grp        | 1     |
| External Auditor          | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| Finance Reporting Officer | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| Financial Reporting Manag | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| Financial Reporting Offic | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| Financial Reporting Senio | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| Internal Auditor          | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| SAP Support               | OVK8 - C SD Tab. TVKT Customer Acct<br>Grp  | 1     |
| External Auditor          | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| Finance Reporting Officer | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| Financial Reporting Manag | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| Financial Reporting Offic | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| Financial Reporting Senio | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| Internal Auditor          | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| SAP Support               | OVKJ - C RV Table V_TVAK_PR "Order > Procd  | 1     |
| External Auditor          | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| Finance Reporting Officer | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| Financial Reporting Manag | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| Financial Reporting Offic | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| Financial Reporting Senio | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| Internal Auditor          | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| SAP Support               | OVKK - C RV Table T683V "ProcedrDeterminatn | 1     |
| External Auditor          | OVSJ - C SD Table T178 "Mat.Cond.Group"     | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | OVSJ - C SD Table T178 "Mat.Cond.Group"    | 1     |
| Financial Reporting Manag | OVSJ - C SD Table T178<br>"Mat.Cond.Group" | 1     |
| Financial Reporting Offic | OVSJ - C SD Table T178<br>"Mat.Cond.Group" | 1     |
| Financial Reporting Senio | OVSJ - C SD Table T178<br>"Mat.Cond.Group" | 1     |
| Internal Auditor          | OVSJ - C SD Table T178<br>"Mat.Cond.Group" | 1     |
| SAP Support               | OVSJ - C SD Table T178<br>"Mat.Cond.Group" | 1     |
| External Auditor          | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| Finance Reporting Officer | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| Financial Reporting Manag | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| Financial Reporting Offic | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| Financial Reporting Senio | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| Internal Auditor          | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| SAP Support               | OVX1 - C RV Tab. VBUR "Sales offices       | 1     |
| External Auditor          | OVX3 - Company code -> Sales organization  | 1     |
| Finance Reporting Officer | OVX3 - Company code -> Sales organization  | 1     |
| Financial Reporting Manag | OVX3 - Company code -> Sales organization  | 1     |
| Financial Reporting Offic | OVX3 - Company code -> Sales organization  | 1     |
| Financial Reporting Senio | OVX3 - Company code -> Sales organization  | 1     |
| Internal Auditor          | OVX3 - Company code -> Sales organization  | 1     |
| SAP Support               | OVX3 - Company code -> Sales organization  | 1     |
| External Auditor          | OVX4 - C RV Tab. VKGR "Sales group         | 1     |
| Finance Reporting Officer | OVX4 - C RV Tab. VKGR "Sales group         | 1     |
| Financial Reporting Manag | OVX4 - C RV Tab. VKGR "Sales group         | 1     |
| Financial Reporting Offic | OVX4 - C RV Tab. VKGR "Sales group         | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | OVX4 - C RV Tab. VKGR "Sales group      | 1     |
| Internal Auditor          | OVX4 - C RV Tab. VKGR "Sales group      | 1     |
| SAP Support               | OVX4 - C RV Tab. VKGR "Sales group      | 1     |
| External Auditor          | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| Finance Reporting Officer | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| Financial Reporting Manag | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| Financial Reporting Offic | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| Financial Reporting Senio | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| Internal Auditor          | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| SAP Support               | OVX5 - C RV Tab. VKO "Sales org.        | 1     |
| External Auditor          | OVX6 - Plants->Sales org./distr.channel | 1     |
| Finance Reporting Officer | OVX6 - Plants->Sales org./distr.channel | 1     |
| Financial Reporting Manag | OVX6 - Plants->Sales org./distr.channel | 1     |
| Financial Reporting Offic | OVX6 - Plants->Sales org./distr.channel | 1     |
| Financial Reporting Senio | OVX6 - Plants->Sales org./distr.channel | 1     |
| Internal Auditor          | OVX6 - Plants->Sales org./distr.channel | 1     |
| SAP Support               | OVX6 - Plants->Sales org./distr.channel | 1     |
| External Auditor          | OVX7 - Loading points                   | 1     |
| Finance Reporting Officer | OVX7 - Loading points                   | 1     |
| Financial Reporting Manag | OVX7 - Loading points                   | 1     |
| Financial Reporting Offic | OVX7 - Loading points                   | 1     |
| Financial Reporting Senio | OVX7 - Loading points                   | 1     |
| Internal Auditor          | OVX7 - Loading points                   | 1     |
| SAP Support               | OVX7 - Loading points                   | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| External Auditor          | OVX8 - Check Report Organization Sales | 1     |
| Finance Reporting Officer | OVX8 - Check Report Organization Sales | 1     |
| Financial Reporting Manag | OVX8 - Check Report Organization Sales | 1     |
| Financial Reporting Offic | OVX8 - Check Report Organization Sales | 1     |
| Financial Reporting Senio | OVX8 - Check Report Organization Sales | 1     |
| Internal Auditor          | OVX8 - Check Report Organization Sales | 1     |
| SAP Support               | OVX8 - Check Report Organization Sales | 1     |
| External Auditor          | OVXA - Division -> Sales organization  | 1     |
| Finance Reporting Officer | OVXA - Division -> Sales organization  | 1     |
| Financial Reporting Manag | OVXA - Division -> Sales organization  | 1     |
| Financial Reporting Offic | OVXA - Division -> Sales organization  | 1     |
| Financial Reporting Senio | OVXA - Division -> Sales organization  | 1     |
| Internal Auditor          | OVXA - Division -> Sales organization  | 1     |
| SAP Support               | OVXA - Division -> Sales organization  | 1     |
| External Auditor          | OVXB - Divisions                       | 1     |
| Finance Reporting Officer | OVXB - Divisions                       | 1     |
| Financial Reporting Manag | OVXB - Divisions                       | 1     |
| Financial Reporting Offic | OVXB - Divisions                       | 1     |
| Financial Reporting Senio | OVXB - Divisions                       | 1     |
| Internal Auditor          | OVXB - Divisions                       | 1     |
| SAP Support               | OVXB - Divisions                       | 1     |
| External Auditor          | OVXC - Shipping point -> Plant         | 1     |
| Finance Reporting Officer | OVXC - Shipping point -> Plant         | 1     |
| Financial Reporting Manag | OVXC - Shipping point -> Plant         | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial Reporting Offic | OVXC - Shipping point -> Plant | 1     |
| Financial Reporting Senio | OVXC - Shipping point -> Plant | 1     |
| Internal Auditor          | OVXC - Shipping point -> Plant | 1     |
| SAP Support               | OVXC - Shipping point -> Plant | 1     |
| External Auditor          | OVXD - Shipping Points         | 1     |
| Finance Reporting Officer | OVXD - Shipping Points         | 1     |
| Financial Reporting Manag | OVXD - Shipping Points         | 1     |
| Financial Reporting Offic | OVXD - Shipping Points         | 1     |
| Financial Reporting Senio | OVXD - Shipping Points         | 1     |
| Internal Auditor          | OVXD - Shipping Points         | 1     |
| SAP Support               | OVXD - Shipping Points         | 1     |
| External Auditor          | OVXG - Define sales areas      | 1     |
| Finance Reporting Officer | OVXG - Define sales areas      | 1     |
| Financial Reporting Manag | OVXG - Define sales areas      | 1     |
| Financial Reporting Offic | OVXG - Define sales areas      | 1     |
| Financial Reporting Senio | OVXG - Define sales areas      | 1     |
| Internal Auditor          | OVXG - Define sales areas      | 1     |
| SAP Support               | OVXG - Define sales areas      | 1     |
| External Auditor          | OVXI - Distribution channels   | 1     |
| Finance Reporting Officer | OVXI - Distribution channels   | 1     |
| Financial Reporting Manag | OVXI - Distribution channels   | 1     |
| Financial Reporting Offic | OVXI - Distribution channels   | 1     |
| Financial Reporting Senio | OVXI - Distribution channels   | 1     |
| Internal Auditor          | OVXI - Distribution channels   | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| SAP Support               | OVXI - Distribution channels            | 1     |
| External Auditor          | OVXJ - Sales group -> Sales office      | 1     |
| Finance Reporting Officer | OVXJ - Sales group -> Sales office      | 1     |
| Financial Reporting Manag | OVXJ - Sales group -> Sales office      | 1     |
| Financial Reporting Offic | OVXJ - Sales group -> Sales office      | 1     |
| Financial Reporting Senio | OVXJ - Sales group -> Sales office      | 1     |
| Internal Auditor          | OVXJ - Sales group -> Sales office      | 1     |
| SAP Support               | OVXJ - Sales group -> Sales office      | 1     |
| External Auditor          | OVXK - Distrib.channels->Sales organiz. | 1     |
| Finance Reporting Officer | OVXK - Distrib.channels->Sales organiz. | 1     |
| Financial Reporting Manag | OVXK - Distrib.channels->Sales organiz. | 1     |
| Financial Reporting Offic | OVXK - Distrib.channels->Sales organiz. | 1     |
| Financial Reporting Senio | OVXK - Distrib.channels->Sales organiz. | 1     |
| Internal Auditor          | OVXK - Distrib.channels->Sales organiz. | 1     |
| SAP Support               | OVXK - Distrib.channels->Sales organiz. | 1     |
| External Auditor          | OVXM - Sales office -> Sales area       | 1     |
| Finance Reporting Officer | OVXM - Sales office -> Sales area       | 1     |
| Financial Reporting Manag | OVXM - Sales office -> Sales area       | 1     |
| Financial Reporting Offic | OVXM - Sales office -> Sales area       | 1     |
| Financial Reporting Senio | OVXM - Sales office -> Sales area       | 1     |
| Internal Auditor          | OVXM - Sales office -> Sales area       | 1     |
| SAP Support               | OVXM - Sales office -> Sales area       | 1     |
| External Auditor          | OX01 - Company Code -> Purchasing Org.  | 1     |
| Finance Reporting Officer | OX01 - Company Code -> Purchasing Org.  | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | OX01 - Company Code -> Purchasing Org.     | 1     |
| Financial Reporting Offic | OX01 - Company Code -> Purchasing Org.     | 1     |
| Financial Reporting Senio | OX01 - Company Code -> Purchasing Org.     | 1     |
| Internal Auditor          | OX01 - Company Code -> Purchasing Org.     | 1     |
| SAP Support               | OX01 - Company Code -> Purchasing Org.     | 1     |
| External Auditor          | OX03 - Customizing: Business Area<br>Setup | 1     |
| Finance Reporting Officer | OX03 - Customizing: Business Area<br>Setup | 1     |
| Financial Reporting Manag | OX03 - Customizing: Business Area<br>Setup | 1     |
| Financial Reporting Offic | OX03 - Customizing: Business Area<br>Setup | 1     |
| Financial Reporting Senio | OX03 - Customizing: Business Area<br>Setup | 1     |
| Internal Auditor          | OX03 - Customizing: Business Area<br>Setup | 1     |
| SAP Support               | OX03 - Customizing: Business Area<br>Setup | 1     |
| External Auditor          | OX06 - Controlling Area: Basic Data        | 1     |
| Finance Reporting Officer | OX06 - Controlling Area: Basic Data        | 1     |
| Financial Reporting Manag | OX06 - Controlling Area: Basic Data        | 1     |
| Financial Reporting Offic | OX06 - Controlling Area: Basic Data        | 1     |
| Financial Reporting Senio | OX06 - Controlling Area: Basic Data        | 1     |
| Internal Auditor          | OX06 - Controlling Area: Basic Data        | 1     |
| SAP Support               | OX06 - Controlling Area: Basic Data        | 1     |
| External Auditor          | OX08 - Define Purchasing Organization      | 1     |
| Finance Reporting Officer | OX08 - Define Purchasing Organization      | 1     |
| Financial Reporting Manag | OX08 - Define Purchasing Organization      | 1     |
| Financial Reporting Offic | OX08 - Define Purchasing Organization      | 1     |
| Financial Reporting Senio | OX08 - Define Purchasing Organization      | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Internal Auditor          | OX08 - Define Purchasing Organization      | 1     |
| SAP Support               | OX08 - Define Purchasing Organization      | 1     |
| External Auditor          | OX09 - Customize storage locations         | 1     |
| Finance Reporting Officer | OX09 - Customize storage locations         | 1     |
| Financial Reporting Manag | OX09 - Customize storage locations         | 1     |
| Financial Reporting Offic | OX09 - Customize storage locations         | 1     |
| Financial Reporting Senio | OX09 - Customize storage locations         | 1     |
| Internal Auditor          | OX09 - Customize storage locations         | 1     |
| SAP Support               | OX09 - Customize storage locations         | 1     |
| External Auditor          | OX10 - Customize plant                     | 1     |
| Finance Reporting Officer | OX10 - Customize plant                     | 1     |
| Financial Reporting Manag | OX10 - Customize plant                     | 1     |
| Financial Reporting Offic | OX10 - Customize plant                     | 1     |
| Financial Reporting Senio | OX10 - Customize plant                     | 1     |
| Internal Auditor          | OX10 - Customize plant                     | 1     |
| SAP Support               | OX10 - Customize plant                     | 1     |
| External Auditor          | OX14 - C MM-IV Valuation area - val.       | 1     |
| Finance Reporting Officer | OX14 - C MM-IV Valuation area - val.       | 1     |
| Financial Reporting Manag | OX14 - C MM-IV Valuation area - val.       | 1     |
| Financial Reporting Offic | OX14 - C MM-IV Valuation area - val. level | 1     |
| Financial Reporting Senio | OX14 - C MM-IV Valuation area - val. level | 1     |
| Internal Auditor          | OX14 - C MM-IV Valuation area - val. level | 1     |
| SAP Support               | OX14 - C MM-IV Valuation area - val. level | 1     |
| External Auditor          | OX15 - Define internal trading partner     | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | OX15 - Define internal trading partner          | 1     |
| Financial Reporting Manag | OX15 - Define internal trading partner          | 1     |
| Financial Reporting Offic | OX15 - Define internal trading partner          | 1     |
| Financial Reporting Senio | OX15 - Define internal trading partner          | 1     |
| Internal Auditor          | OX15 - Define internal trading partner          | 1     |
| SAP Support               | OX15 - Define internal trading partner          | 1     |
| External Auditor          | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| Finance Reporting Officer | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| Financial Reporting Manag | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| Financial Reporting Offic | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| Financial Reporting Senio | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| Internal Auditor          | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| SAP Support               | OX16 - Assignment co.code-<br>>Internl.trad.ptr | 1     |
| External Auditor          | OX17 - Plants -> Purchasing organization        | 1     |
| Finance Reporting Officer | OX17 - Plants -> Purchasing organization        | 1     |
| Financial Reporting Manag | OX17 - Plants -> Purchasing organization        | 1     |
| Financial Reporting Offic | OX17 - Plants -> Purchasing organization        | 1     |
| Financial Reporting Senio | OX17 - Plants -> Purchasing organization        | 1     |
| Internal Auditor          | OX17 - Plants -> Purchasing organization        | 1     |
| SAP Support               | OX17 - Plants -> Purchasing organization        | 1     |
| External Auditor          | OX18 - Assignment Plants -> Company Code        | 1     |
| Finance Reporting Officer | OX18 - Assignment Plants -> Company Code        | 1     |
| Financial Reporting Manag | OX18 - Assignment Plants -> Company Code        | 1     |
| Financial Reporting Offic | OX18 - Assignment Plants -> Company Code        | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | OX18 - Assignment Plants -> Company Code    | 1     |
| Internal Auditor          | OX18 - Assignment Plants -> Company Code    | 1     |
| SAP Support               | OX18 - Assignment Plants -> Company Code    | 1     |
| External Auditor          | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| Finance Reporting Officer | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| Financial Reporting Manag | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| Financial Reporting Offic | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| Financial Reporting Senio | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| Internal Auditor          | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| SAP Support               | OX19 - Controlling Area: Assgn. to CCode    | 1     |
| Comp.Benefit Admin        | PA03 - Maintain Personnel Control<br>Record | 1     |
| Comp.Benefit HR Berau Off | PA03 - Maintain Personnel Control<br>Record | 1     |
| Comp.Benefit HR Berau Sup | PA03 - Maintain Personnel Control<br>Record | 1     |
| GA Staff JKT              | PA03 - Maintain Personnel Control<br>Record | 1     |
| HR & GA Manager - JKT     | PA03 - Maintain Personnel Control<br>Record | 1     |
| HR System Support Officer | PA03 - Maintain Personnel Control<br>Record | 1     |
| Payroll Admin             | PA03 - Maintain Personnel Control<br>Record | 1     |
| Payroll Officer           | PA03 - Maintain Personnel Control<br>Record | 1     |
| SAP Support               | PA03 - Maintain Personnel Control<br>Record | 1     |
| SAP Support               | PA04 - Maintain PA Number Ranges            | 1     |
| Claim & Compensation Admi | PA20 - Display HR Master Data               | 1     |
| Comp.Benefit Admin        | PA20 - Display HR Master Data               | 1     |
| Comp.Benefit HR Berau Off | PA20 - Display HR Master Data               | 1     |
| Comp.Benefit HR Berau Sup | PA20 - Display HR Master Data               | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Compensation & Benefits A | PA20 - Display HR Master Data  | 1     |
| GA Staff JKT              | PA20 - Display HR Master Data  | 1     |
| HR & GA Manager - JKT     | PA20 - Display HR Master Data  | 1     |
| HR Development Manager    | PA20 - Display HR Master Data  | 1     |
| HR System Support Officer | PA20 - Display HR Master Data  | 1     |
| HRGA General Manager      | PA20 - Display HR Master Data  | 1     |
| Industrial Relation Coord | PA20 - Display HR Master Data  | 1     |
| Industrial Relation Offic | PA20 - Display HR Master Data  | 1     |
| IR & Welfare Superintende | PA20 - Display HR Master Data  | 1     |
| Payment & Bank Reconsile  | PA20 - Display HR Master Data  | 1     |
| Payroll Admin             | PA20 - Display HR Master Data  | 1     |
| Payroll Officer           | PA20 - Display HR Master Data  | 1     |
| Recruit & Assessment Offi | PA20 - Display HR Master Data  | 1     |
| Recruitment Officer       | PA20 - Display HR Master Data  | 1     |
| Support Administrator Off | PA20 - Display HR Master Data  | 1     |
| Travelling & Claim Admin  | PA20 - Display HR Master Data  | 1     |
| Welfare Admin Supervisor  | PA20 - Display HR Master Data  | 1     |
| Claim & Compensation Admi | PA30 - Maintain HR Master Data | 1     |
| Comp.Benefit Admin        | PA30 - Maintain HR Master Data | 1     |
| Comp.Benefit HR Berau Off | PA30 - Maintain HR Master Data | 1     |
| Comp.Benefit HR Berau Sup | PA30 - Maintain HR Master Data | 1     |
| Compensation & Benefits A | PA30 - Maintain HR Master Data | 1     |
| GA Staff JKT              | PA30 - Maintain HR Master Data | 1     |
| HR & GA Manager - JKT     | PA30 - Maintain HR Master Data | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| HR Development Manager    | PA30 - Maintain HR Master Data | 1     |
| HR System Support Officer | PA30 - Maintain HR Master Data | 1     |
| Industrial Relation Coord | PA30 - Maintain HR Master Data | 1     |
| Industrial Relation Offic | PA30 - Maintain HR Master Data | 1     |
| Payment & Bank Reconsile  | PA30 - Maintain HR Master Data | 1     |
| Payroll Admin             | PA30 - Maintain HR Master Data | 1     |
| Payroll Officer           | PA30 - Maintain HR Master Data | 1     |
| Recruit & Assessment Offi | PA30 - Maintain HR Master Data | 1     |
| Recruitment Officer       | PA30 - Maintain HR Master Data | 1     |
| SAP Support               | PA30 - Maintain HR Master Data | 1     |
| Support Administrator Off | PA30 - Maintain HR Master Data | 1     |
| Travelling & Claim Admin  | PA30 - Maintain HR Master Data | 1     |
| Welfare Admin Supervisor  | PA30 - Maintain HR Master Data | 1     |
| Comp.Benefit Admin        | PA40 - Personnel Actions       | 1     |
| Comp.Benefit HR Berau Off | PA40 - Personnel Actions       | 1     |
| Comp.Benefit HR Berau Sup | PA40 - Personnel Actions       | 1     |
| Compensation & Benefits A | PA40 - Personnel Actions       | 1     |
| GA Staff JKT              | PA40 - Personnel Actions       | 1     |
| HR Development Manager    | PA40 - Personnel Actions       | 1     |
| HR System Support Officer | PA40 - Personnel Actions       | 1     |
| Industrial Relation Coord | PA40 - Personnel Actions       | 1     |
| Industrial Relation Offic | PA40 - Personnel Actions       | 1     |
| Recruit & Assessment Offi | PA40 - Personnel Actions       | 1     |
| Recruitment Officer       | PA40 - Personnel Actions       | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| SAP Support               | PA40 - Personnel Actions                 | 1     |
| Support Administrator Off | PA40 - Personnel Actions                 | 1     |
| Welfare Admin Supervisor  | PA40 - Personnel Actions                 | 1     |
| Comp.Benefit HR Berau Off | PA41 - Change Entry/Leaving Date         | 1     |
| Comp.Benefit HR Berau Sup | PA41 - Change Entry/Leaving Date         | 1     |
| GA Staff JKT              | PA41 - Change Entry/Leaving Date         | 1     |
| HR System Support Officer | PA41 - Change Entry/Leaving Date         | 1     |
| Comp.Benefit Admin        | PC_PAYRESULT - Display Payroll Results   | 1     |
| Comp.Benefit HR Berau Off | PC_PAYRESULT - Display Payroll Results   | 1     |
| Comp.Benefit HR Berau Sup | PC_PAYRESULT - Display Payroll Results   | 1     |
| GA Staff JKT              | PC_PAYRESULT - Display Payroll Results   | 1     |
| HR & GA Manager - JKT     | PC_PAYRESULT - Display Payroll Results   | 1     |
| HR System Support Officer | PC_PAYRESULT - Display Payroll Results   | 1     |
| HRGA General Manager      | PC_PAYRESULT - Display Payroll Results   | 1     |
| Payroll Admin             | PC_PAYRESULT - Display Payroll Results   | 1     |
| Payroll Officer           | PC_PAYRESULT - Display Payroll Results   | 1     |
| Comp.Benefit Admin        | PC00_M17_CLOG0 - Employer loans overview | 1     |
| Comp.Benefit HR Berau Off | PC00_M17_CLOG0 - Employer loans overview | 1     |
| Comp.Benefit HR Berau Sup | PC00_M17_CLOG0 - Employer loans overview | 1     |
| GA Staff JKT              | PC00_M17_CLOG0 - Employer loans overview | 1     |
| HR & GA Manager - JKT     | PC00_M17_CLOG0 - Employer loans overview | 1     |
| HR System Support Officer | PC00_M17_CLOG0 - Employer loans overview | 1     |
| Payroll Admin             | PC00_M17_CLOG0 - Employer loans overview | 1     |
| Payroll Officer           | PC00_M17_CLOG0 - Employer loans overview | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Comp.Benefit Admin        | PC00_M34_CALC - Start Payroll                  | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CALC - Start Payroll                  | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CALC - Start Payroll                  | 1     |
| GA Staff JKT              | PC00_M34_CALC - Start Payroll                  | 1     |
| HR & GA Manager - JKT     | PC00_M34_CALC - Start Payroll                  | 1     |
| HR System Support Officer | PC00_M34_CALC - Start Payroll                  | 1     |
| Payroll Admin             | PC00_M34_CALC - Start Payroll                  | 1     |
| Payroll Officer           | PC00_M34_CALC - Start Payroll                  | 1     |
| Comp.Benefit Admin        | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| GA Staff JKT              | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| HR & GA Manager - JKT     | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| HR System Support Officer | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| Payroll Admin             | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| Payroll Officer           | PC00_M34_CALC_SIMU - Simulate Payroll          | 1     |
| Comp.Benefit Admin        | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| GA Staff JKT              | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| HR & GA Manager - JKT     | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| HR System Support Officer | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| HRGA General Manager      | PC00_M34_CANN - Display Annual Payroll Results | 1     |
| Payroll Admin             | PC00_M34_CANN - Display Annual Payroll Results | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Payroll Officer           | PC00_M34_CANN - Display Annual Payroll Results    | 1     |
| Comp.Benefit Admin        | PC00_M34_CDTC - Prepare Bank<br>Transfer          | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CDTC - Prepare Bank<br>Transfer          | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CDTC - Prepare Bank Transfer             | 1     |
| GA Staff JKT              | PC00_M34_CDTC - Prepare Bank Transfer             | 1     |
| HR & GA Manager - JKT     | PC00_M34_CDTC - Prepare Bank<br>Transfer          | 1     |
| HR System Support Officer | PC00_M34_CDTC - Prepare Bank<br>Transfer          | 1     |
| Payroll Admin             | PC00_M34_CDTC - Prepare Bank Transfer             | 1     |
| Payroll Officer           | PC00_M34_CDTC - Prepare Bank Transfer             | 1     |
| Comp.Benefit Admin        | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| GA Staff JKT              | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| HR & GA Manager - JKT     | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| HR System Support Officer | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| HRGA General Manager      | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| Payroll Admin             | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| Payroll Officer           | PC00_M34_CEDT - Print Remuneration Statement      | 1     |
| Comp.Benefit Admin        | PC00_M34_CFRM0 - Run report for Employee tax etc. | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CFRM0 - Run report for Employee tax etc. | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CFRM0 - Run report for Employee tax etc. | 1     |
| GA Staff JKT              | PC00_M34_CFRM0 - Run report for Employee tax etc. | 1     |
| HR & GA Manager - JKT     | PC00_M34_CFRM0 - Run report for Employee tax etc. | 1     |
| HR System Support Officer | PC00_M34_CFRM0 - Run report for Employee tax etc. | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| HRGA General Manager      | PC00_M34_CFRM0 - Run report for Employee tax etc.   | 1     |
| Payroll Admin             | PC00_M34_CFRM0 - Run report for Employee tax etc.   | 1     |
| Payroll Officer           | PC00_M34_CFRM0 - Run report for Employee tax etc.   | 1     |
| Comp.Benefit Admin        | PC00_M34_CJAM - Run Monthly<br>Report for Jamsostek | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| GA Staff JKT              | PC00_M34_CJAM - Run Monthly<br>Report for Jamsostek | 1     |
| HR & GA Manager - JKT     | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| HR System Support Officer | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| HRGA General Manager      | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| Payroll Admin             | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| Payroll Officer           | PC00_M34_CJAM - Run Monthly Report for Jamsostek    | 1     |
| Comp.Benefit Admin        | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| GA Staff JKT              | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| HR & GA Manager - JKT     | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| HR System Support Officer | PC00_M34_CJAM1 - Run Annual Report for Jamsostek    | 1     |
| HRGA General Manager      | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| Payroll Admin             | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| Payroll Officer           | PC00_M34_CJAM1 - Run Annual<br>Report for Jamsostek | 1     |
| Comp.Benefit Admin        | PC00_M34_CKTO - Display Payroll Account             | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CKTO - Display Payroll Account             | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CKTO - Display Payroll Account             | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| GA Staff JKT              | PC00_M34_CKTO - Display Payroll Account     | 1     |
| HR & GA Manager - JKT     | PC00_M34_CKTO - Display Payroll Account     | 1     |
| HR System Support Officer | PC00_M34_CKTO - Display Payroll Account     | 1     |
| HRGA General Manager      | PC00_M34_CKTO - Display Payroll Account     | 1     |
| Payroll Admin             | PC00_M34_CKTO - Display Payroll Account     | 1     |
| Payroll Officer           | PC00_M34_CKTO - Display Payroll Account     | 1     |
| Comp.Benefit Admin        | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| GA Staff JKT              | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| HR & GA Manager - JKT     | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| HR System Support Officer | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| HRGA General Manager      | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| Payroll Admin             | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| Payroll Officer           | PC00_M34_CLGA - Display Wage Type Statement | 1     |
| Comp.Benefit Admin        | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| GA Staff JKT              | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| HR & GA Manager - JKT     | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| HR System Support Officer | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| HRGA General Manager      | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| Payroll Admin             | PC00_M34_CLJN - Display Payroll Journal     | 1     |
| Payroll Officer           | PC00_M34_CLJN - Display Payroll Journal     | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Comp.Benefit Admin        | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| GA Staff JKT              | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| HR & GA Manager - JKT     | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| HR System Support Officer | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| HRGA General Manager      | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| Payroll Admin             | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| Payroll Officer           | PC00_M34_CLSTR - Display Payroll Results      | 1     |
| Comp.Benefit Admin        | PC00_M34_CTAX1 - Run Annual Report for Tax    | 1     |
| Comp.Benefit HR Berau Off | PC00_M34_CTAX1 - Run Annual<br>Report for Tax | 1     |
| Comp.Benefit HR Berau Sup | PC00_M34_CTAX1 - Run Annual Report for Tax    | 1     |
| GA Staff JKT              | PC00_M34_CTAX1 - Run Annual<br>Report for Tax | 1     |
| HR & GA Manager - JKT     | PC00_M34_CTAX1 - Run Annual Report for Tax    | 1     |
| HR System Support Officer | PC00_M34_CTAX1 - Run Annual Report for Tax    | 1     |
| HRGA General Manager      | PC00_M34_CTAX1 - Run Annual Report for Tax    | 1     |
| Payroll Admin             | PC00_M34_CTAX1 - Run Annual<br>Report for Tax | 1     |
| Payroll Officer           | PC00_M34_CTAX1 - Run Annual Report for Tax    | 1     |
| Comp.Benefit Admin        | PC00_M99_ABKRS - Set payroll area             | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_ABKRS - Set payroll area             | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_ABKRS - Set payroll area             | 1     |
| GA Staff JKT              | PC00_M99_ABKRS - Set payroll area             | 1     |
| HR & GA Manager - JKT     | PC00_M99_ABKRS - Set payroll area             | 1     |
| HR System Support Officer | PC00_M99_ABKRS - Set payroll area             | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| HRGA General Manager      | PC00_M99_ABKRS - Set payroll area                | 1     |
| Payroll Admin             | PC00_M99_ABKRS - Set payroll area                | 1     |
| Payroll Officer           | PC00_M99_ABKRS - Set payroll area                | 1     |
| Comp.Benefit Admin        | PC00_M99_CIPC - Check Completeness of Posting    | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| GA Staff JKT              | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| HR & GA Manager - JKT     | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| HR System Support Officer | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| HRGA General Manager      | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| Payroll Admin             | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| Payroll Officer           | PC00_M99_CIPC - Check<br>Completeness of Posting | 1     |
| Comp.Benefit Admin        | PC00_M99_CIPE - Create Posting Run               | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_CIPE - Create Posting Run               | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_CIPE - Create Posting Run               | 1     |
| GA Staff JKT              | PC00_M99_CIPE - Create Posting Run               | 1     |
| HR & GA Manager - JKT     | PC00_M99_CIPE - Create Posting Run               | 1     |
| HR System Support Officer | PC00_M99_CIPE - Create Posting Run               | 1     |
| HRGA General Manager      | PC00_M99_CIPE - Create Posting Run               | 1     |
| Payroll Admin             | PC00_M99_CIPE - Create Posting Run               | 1     |
| Payroll Officer           | PC00_M99_CIPE - Create Posting Run               | 1     |
| Comp.Benefit Admin        | PC00_M99_CWTR - Wage type reporter               | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_CWTR - Wage type reporter               | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_CWTR - Wage type reporter               | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| GA Staff JKT              | PC00_M99_CWTR - Wage type reporter                  | 1     |
| HR & GA Manager - JKT     | PC00_M99_CWTR - Wage type reporter                  | 1     |
| HR System Support Officer | PC00_M99_CWTR - Wage type reporter                  | 1     |
| HRGA General Manager      | PC00_M99_CWTR - Wage type reporter                  | 1     |
| Payroll Admin             | PC00_M99_CWTR - Wage type reporter                  | 1     |
| Payroll Officer           | PC00_M99_CWTR - Wage type reporter                  | 1     |
| Comp.Benefit Admin        | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| GA Staff JKT              | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| HR & GA Manager - JKT     | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| HR System Support Officer | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| HRGA General Manager      | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| Payroll Admin             | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| Payroll Officer           | PC00_M99_DKON - Assign WTS-<br>Display G/L Accounts | 1     |
| Comp.Benefit Admin        | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| GA Staff JKT              | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| HR & GA Manager - JKT     | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| HR System Support Officer | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| HRGA General Manager      | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| Payroll Admin             | PC00_M99_DLGA20 - Wage type use - International     | 1     |
| Payroll Officer           | PC00_M99_DLGA20 - Wage type use - International     | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Comp.Benefit Admin        | PC00_M99_PA03_CHECK - Check results | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_PA03_CHECK - Check results | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_PA03_CHECK - Check results | 1     |
| GA Staff JKT              | PC00_M99_PA03_CHECK - Check results | 1     |
| HR & GA Manager - JKT     | PC00_M99_PA03_CHECK - Check results | 1     |
| HR System Support Officer | PC00_M99_PA03_CHECK - Check results | 1     |
| HRGA General Manager      | PC00_M99_PA03_CHECK - Check results | 1     |
| Payroll Admin             | PC00_M99_PA03_CHECK - Check results | 1     |
| Payroll Officer           | PC00_M99_PA03_CHECK - Check results | 1     |
| Comp.Benefit Admin        | PC00_M99_PA03_CORR - Corrections    | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_PA03_CORR - Corrections    | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_PA03_CORR - Corrections    | 1     |
| GA Staff JKT              | PC00_M99_PA03_CORR - Corrections    | 1     |
| HR & GA Manager - JKT     | PC00_M99_PA03_CORR - Corrections    | 1     |
| HR System Support Officer | PC00_M99_PA03_CORR - Corrections    | 1     |
| Payroll Admin             | PC00_M99_PA03_CORR - Corrections    | 1     |
| Payroll Officer           | PC00_M99_PA03_CORR - Corrections    | 1     |
| Comp.Benefit Admin        | PC00_M99_PA03_END - Exit payroll    | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_PA03_END - Exit payroll    | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_PA03_END - Exit payroll    | 1     |
| GA Staff JKT              | PC00_M99_PA03_END - Exit payroll    | 1     |
| HR & GA Manager - JKT     | PC00_M99_PA03_END - Exit payroll    | 1     |
| HR System Support Officer | PC00_M99_PA03_END - Exit payroll    | 1     |
| Payroll Admin             | PC00_M99_PA03_END - Exit payroll    | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Payroll Officer           | PC00_M99_PA03_END - Exit payroll               | 1     |
| Comp.Benefit Admin        | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| Comp.Benefit HR Berau Off | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| Comp.Benefit HR Berau Sup | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| GA Staff JKT              | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| HR & GA Manager - JKT     | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| HR System Support Officer | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| Payroll Admin             | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| Payroll Officer           | PC00_M99_PA03_RELEA - Release payroll          | 1     |
| Comp.Benefit Admin        | PCP0 - Edit posting runs                       | 1     |
| Comp.Benefit HR Berau Off | PCP0 - Edit posting runs                       | 1     |
| Comp.Benefit HR Berau Sup | PCP0 - Edit posting runs                       | 1     |
| GA Staff JKT              | PCP0 - Edit posting runs                       | 1     |
| HR & GA Manager - JKT     | PCP0 - Edit posting runs                       | 1     |
| HR System Support Officer | PCP0 - Edit posting runs                       | 1     |
| HRGA General Manager      | PCP0 - Edit posting runs                       | 1     |
| Payroll Admin             | PCP0 - Edit posting runs                       | 1     |
| Payroll Officer           | PCP0 - Edit posting runs                       | 1     |
| SAP Support               | PE00 - Starts Transactions PE01,<br>PE02, PE03 | 1     |
| External Auditor          | PFCG - Role Maintenance                        | 1     |
| Finance Reporting Officer | PFCG - Role Maintenance                        | 1     |
| Financial Reporting Manag | PFCG - Role Maintenance                        | 1     |
| Financial Reporting Offic | PFCG - Role Maintenance                        | 1     |
| Financial Reporting Senio | PFCG - Role Maintenance                        | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | PFCG - Role Maintenance                            | 1     |
| SAP Support               | PFCG - Role Maintenance                            | 1     |
| SAP Support               | PFTC - General Task Maintenance                    | 1     |
| SAP Support               | PFUD - User Master Data<br>Reconciliation          | 1     |
| HR & GA Manager - JKT     | PHCPADCO - Post Cost Planning Data to CO           | 1     |
| HRGA General Manager      | PHCPADCO - Post Cost Planning Data to CO           | 1     |
| HR & GA Manager - JKT     | PHCPADMN - Manage Cost Planning Data               | 1     |
| HRGA General Manager      | PHCPADMN - Manage Cost Planning Data               | 1     |
| HR & GA Manager - JKT     | PHCPDCEM - Collect Cost Planning<br>Data: Employee | 1     |
| HRGA General Manager      | PHCPDCEM - Collect Cost Planning<br>Data: Employee | 1     |
| HR & GA Manager - JKT     | PHCPDCUI - Maintain Data Basis                     | 1     |
| HRGA General Manager      | PHCPDCUI - Maintain Data Basis                     | 1     |
| External Auditor          | PMIS - HIS for HR-FPM                              | 1     |
| Finance Reporting Officer | PMIS - HIS for HR-FPM                              | 1     |
| Financial Reporting Manag | PMIS - HIS for HR-FPM                              | 1     |
| Financial Reporting Offic | PMIS - HIS for HR-FPM                              | 1     |
| Financial Reporting Senio | PMIS - HIS for HR-FPM                              | 1     |
| Internal Auditor          | PMIS - HIS for HR-FPM                              | 1     |
| SAP Support               | PMIS - HIS for HR-FPM                              | 1     |
| Bank & Trade Finance Mana | PMSV - Reversal of Margin Flows                    | 1     |
| Finance & Adm General Man | PMSV - Reversal of Margin Flows                    | 1     |
| Financial & Accounting Su | PMSV - Reversal of Margin Flows                    | 1     |
| Financial Control Departm | PMSV - Reversal of Margin Flows                    | 1     |
| Trade Finance Officer     | PMSV - Reversal of Margin Flows                    | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Treasury & Bangking Manag | PMSV - Reversal of Margin Flows     | 1     |
| Treasury General Manager  | PMSV - Reversal of Margin Flows     | 1     |
| Treasury Superintendent   | PMSV - Reversal of Margin Flows     | 1     |
| Accounting Officer        | PMVM - Calculate variation margin   | 1     |
| Bank & Trade Finance Mana | PMVM - Calculate variation margin   | 1     |
| Bank Rels. Officer & Cash | PMVM - Calculate variation margin   | 1     |
| Cash Management Officer   | PMVM - Calculate variation margin   | 1     |
| Finance & Adm General Man | PMVM - Calculate variation margin   | 1     |
| Finance Admin             | PMVM - Calculate variation margin   | 1     |
| Financial & Accounting Su | PMVM - Calculate variation margin   | 1     |
| Financial Control Departm | PMVM - Calculate variation margin   | 1     |
| Trade Finance Admin.      | PMVM - Calculate variation margin   | 1     |
| Trade Finance Officer     | PMVM - Calculate variation margin   | 1     |
| Treasury & Bangking Manag | PMVM - Calculate variation margin   | 1     |
| Treasury General Manager  | PMVM - Calculate variation margin   | 1     |
| Treasury Settlement Offic | PMVM - Calculate variation margin   | 1     |
| Treasury Superintendent   | PMVM - Calculate variation margin   | 1     |
| Comp.Benefit HR Berau Off | PO01 - Maintain Work Center         | 1     |
| Comp.Benefit HR Berau Sup | PO01 - Maintain Work Center         | 1     |
| GA Staff JKT              | PO01 - Maintain Work Center         | 1     |
| HR System Support Officer | PO01 - Maintain Work Center         | 1     |
| HR Development Manager    | PO03 - Maintain Job                 | 1     |
| Comp.Benefit HR Berau Off | PO10 - Maintain Organizational Unit | 1     |
| Comp.Benefit HR Berau Sup | PO10 - Maintain Organizational Unit | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| GA Staff JKT              | PO10 - Maintain Organizational Unit         | 1     |
| HR Development Manager    | PO10 - Maintain Organizational Unit         | 1     |
| HR System Support Officer | PO10 - Maintain Organizational Unit         | 1     |
| Comp.Benefit HR Berau Off | PO13 - Maintain Position                    | 1     |
| Comp.Benefit HR Berau Sup | PO13 - Maintain Position                    | 1     |
| GA Staff JKT              | PO13 - Maintain Position                    | 1     |
| HR Development Manager    | PO13 - Maintain Position                    | 1     |
| HR System Support Officer | PO13 - Maintain Position                    | 1     |
| Comp.Benefit HR Berau Off | PP01 - Maintain Plan Data (Menu-<br>Guided) | 1     |
| Comp.Benefit HR Berau Sup | PP01 - Maintain Plan Data (Menu-<br>Guided) | 1     |
| GA Staff JKT              | PP01 - Maintain Plan Data (Menu-<br>Guided) | 1     |
| HR System Support Officer | PP01 - Maintain Plan Data (Menu-<br>Guided) | 1     |
| SAP Support               | PP02 - Maintain Plan Data (Open)            | 1     |
| Comp.Benefit HR Berau Off | PP03 - Maintain Plan Data (Action-Based)    | 1     |
| Comp.Benefit HR Berau Sup | PP03 - Maintain Plan Data (Action-Based)    | 1     |
| GA Staff JKT              | PP03 - Maintain Plan Data (Action-Based)    | 1     |
| HR System Support Officer | PP03 - Maintain Plan Data (Action-Based)    | 1     |
| Comp.Benefit HR Berau Off | PPME - Change Matrix Organization           | 1     |
| Comp.Benefit HR Berau Sup | PPME - Change Matrix Organization           | 1     |
| GA Staff JKT              | PPME - Change Matrix Organization           | 1     |
| HR System Support Officer | PPME - Change Matrix Organization           | 1     |
| Comp.Benefit HR Berau Off | PPMS - Display Matrix Organization          | 1     |
| Comp.Benefit HR Berau Sup | PPMS - Display Matrix Organization          | 1     |
| GA Staff JKT              | PPMS - Display Matrix Organization          | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| HR & GA Manager - JKT     | PPMS - Display Matrix Organization               | 1     |
| HR System Support Officer | PPMS - Display Matrix Organization               | 1     |
| Comp.Benefit HR Berau Off | PPOC_OLD - Create Organizational Plan            | 1     |
| Comp.Benefit HR Berau Sup | PPOC_OLD - Create Organizational Plan            | 1     |
| GA Staff JKT              | PPOC_OLD - Create Organizational Plan            | 1     |
| HR System Support Officer | PPOC_OLD - Create Organizational Plan            | 1     |
| Comp.Benefit HR Berau Off | PPOCE - Create Organization and Staffing         | 1     |
| Comp.Benefit HR Berau Sup | PPOCE - Create Organization and Staffing         | 1     |
| GA Staff JKT              | PPOCE - Create Organization and Staffing         | 1     |
| HR Development Manager    | PPOCE - Create Organization and Staffing         | 1     |
| HR System Support Officer | PPOCE - Create Organization and Staffing         | 1     |
| Comp.Benefit HR Berau Off | PPOM_MODE - Org. Management:InterfaceMaintenance | 1     |
| Comp.Benefit HR Berau Sup | PPOM_MODE - Org. Management:InterfaceMaintenance | 1     |
| GA Staff JKT              | PPOM_MODE - Org. Management:InterfaceMaintenance | 1     |
| HR System Support Officer | PPOM_MODE - Org. Management:InterfaceMaintenance | 1     |
| Comp.Benefit HR Berau Off | PPOM_OLD - Maintain Organizational Plan          | 1     |
| Comp.Benefit HR Berau Sup | PPOM_OLD - Maintain Organizational Plan          | 1     |
| GA Staff JKT              | PPOM_OLD - Maintain Organizational Plan          | 1     |
| HR Development Manager    | PPOM_OLD - Maintain Organizational Plan          | 1     |
| HR System Support Officer | PPOM_OLD - Maintain Organizational Plan          | 1     |
| Comp.Benefit HR Berau Off | PPOME - Change Organization and Staffing         | 1     |
| Comp.Benefit HR Berau Sup | PPOME - Change Organization and Staffing         | 1     |
| GA Staff JKT              | PPOME - Change Organization and Staffing         | 1     |
| HR Development Manager    | PPOME - Change Organization and Staffing         | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| HR System Support Officer | PPOME - Change Organization and Staffing  | 1     |
| Comp.Benefit HR Berau Off | PPOS_OLD - Display Organizational Plan    | 1     |
| Comp.Benefit HR Berau Sup | PPOS_OLD - Display Organizational Plan    | 1     |
| Compensation & Benefits A | PPOS_OLD - Display Organizational Plan    | 1     |
| GA Staff JKT              | PPOS_OLD - Display Organizational Plan    | 1     |
| HR & GA Manager - JKT     | PPOS_OLD - Display Organizational Plan    | 1     |
| HR System Support Officer | PPOS_OLD - Display Organizational Plan    | 1     |
| Payment & Bank Reconsile  | PPOS_OLD - Display Organizational Plan    | 1     |
| Welfare Admin Supervisor  | PPOS_OLD - Display Organizational Plan    | 1     |
| Comp.Benefit HR Berau Off | PPOSE - Display organization and Staffing | 1     |
| Comp.Benefit HR Berau Sup | PPOSE - Display organization and Staffing | 1     |
| GA Staff JKT              | PPOSE - Display organization and Staffing | 1     |
| HR & GA Manager - JKT     | PPOSE - Display organization and Staffing | 1     |
| HR Development Manager    | PPOSE - Display organization and Staffing | 1     |
| HR System Support Officer | PPOSE - Display organization and Staffing | 1     |
| HRGA General Manager      | PPOSE - Display organization and Staffing | 1     |
| IR & Welfare Superintende | PPOSE - Display organization and Staffing | 1     |
| Comp.Benefit HR Berau Off | PPSC - Create Structure                   | 1     |
| Comp.Benefit HR Berau Sup | PPSC - Create Structure                   | 1     |
| GA Staff JKT              | PPSC - Create Structure                   | 1     |
| HR System Support Officer | PPSC - Create Structure                   | 1     |
| Comp.Benefit HR Berau Off | PPSM - Change Structure                   | 1     |
| Comp.Benefit HR Berau Sup | PPSM - Change Structure                   | 1     |
| GA Staff JKT              | PPSM - Change Structure                   | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| HR System Support Officer | PPSM - Change Structure       | 1     |
| Comp.Benefit HR Berau Off | PPSS - Display Structure      | 1     |
| Comp.Benefit HR Berau Sup | PPSS - Display Structure      | 1     |
| GA Staff JKT              | PPSS - Display Structure      | 1     |
| HR & GA Manager - JKT     | PPSS - Display Structure      | 1     |
| HR System Support Officer | PPSS - Display Structure      | 1     |
| Admin & Data Processing S | PR05 - Travel Expense Manager | 1     |
| Admin Doc. Filling        | PR05 - Travel Expense Manager | 1     |
| Administration Staff      | PR05 - Travel Expense Manager | 1     |
| AP Control Manager        | PR05 - Travel Expense Manager | 1     |
| AP Control Superintendent | PR05 - Travel Expense Manager | 1     |
| AP Officer                | PR05 - Travel Expense Manager | 1     |
| AR Control Superintendent | PR05 - Travel Expense Manager | 1     |
| AR NON Trade Control Serv | PR05 - Travel Expense Manager | 1     |
| AR Trade Control Service  | PR05 - Travel Expense Manager | 1     |
| Claim & Compensation Admi | PR05 - Travel Expense Manager | 1     |
| Comp.Benefit HR Berau Sup | PR05 - Travel Expense Manager | 1     |
| Compensation & Benefits A | PR05 - Travel Expense Manager | 1     |
| Finance & Adm General Man | PR05 - Travel Expense Manager | 1     |
| GA Service Supervisor     | PR05 - Travel Expense Manager | 1     |
| GA Staff JKT              | PR05 - Travel Expense Manager | 1     |
| Operation Support Service | PR05 - Travel Expense Manager | 1     |
| Payment & Bank Reconsile  | PR05 - Travel Expense Manager | 1     |
| Recruit & Assessment Offi | PR05 - Travel Expense Manager | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Shared Service Unit Gener | PR05 - Travel Expense Manager | 1     |
| Support Administrator Off | PR05 - Travel Expense Manager | 1     |
| Travelling & Claim Admin  | PR05 - Travel Expense Manager | 1     |
| Welfare Admin Supervisor  | PR05 - Travel Expense Manager | 1     |
| Accounting Manager        | PRAP - Approval of Trips      | 1     |
| AP Control Manager        | PRAP - Approval of Trips      | 1     |
| AR Control Manager        | PRAP - Approval of Trips      | 1     |
| Area 1 Marketing & S. man | PRAP - Approval of Trips      | 1     |
| Area 2 Marketing & S. man | PRAP - Approval of Trips      | 1     |
| Area 3 Marketing & S. man | PRAP - Approval of Trips      | 1     |
| Bank & Trade Finance Mana | PRAP - Approval of Trips      | 1     |
| Binungan Mine Operation A | PRAP - Approval of Trips      | 1     |
| Business Analyst Manager  | PRAP - Approval of Trips      | 1     |
| Claim & Compensation Admi | PRAP - Approval of Trips      | 1     |
| Coal Handling Inf. Dev. & | PRAP - Approval of Trips      | 1     |
| Comp.Benefit HR Berau Off | PRAP - Approval of Trips      | 1     |
| Comp.Benefit HR Berau Sup | PRAP - Approval of Trips      | 1     |
| Compensation & Benefits A | PRAP - Approval of Trips      | 1     |
| Corporate Affair Manager  | PRAP - Approval of Trips      | 1     |
| Corporate Communication G | PRAP - Approval of Trips      | 1     |
| Corporate Legal Manager   | PRAP - Approval of Trips      | 1     |
| Corporate Legal Senior Ma | PRAP - Approval of Trips      | 1     |
| Corporate Support Senior  | PRAP - Approval of Trips      | 1     |
| Cost Estimator & Control  | PRAP - Approval of Trips      | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| EMS Area 1 Manager        | PRAP - Approval of Trips | 1     |
| Energy Management Serv. G | PRAP - Approval of Trips | 1     |
| Engineering Manager       | PRAP - Approval of Trips | 1     |
| Environment Manager       | PRAP - Approval of Trips | 1     |
| ER & OHSE Training Manage | PRAP - Approval of Trips | 1     |
| External Relation & Land  | PRAP - Approval of Trips | 1     |
| Finance & Adm General Man | PRAP - Approval of Trips | 1     |
| Finance Deputy Director   | PRAP - Approval of Trips | 1     |
| Finance Rep. & Analyst Ma | PRAP - Approval of Trips | 1     |
| GA Staff JKT              | PRAP - Approval of Trips | 1     |
| Gen. Service & Logistic G | PRAP - Approval of Trips | 1     |
| General Affair Manager    | PRAP - Approval of Trips | 1     |
| Geology & Exploration Man | PRAP - Approval of Trips | 1     |
| Geotechnic & Hydrology Ma | PRAP - Approval of Trips | 1     |
| H.S.E General Manager     | PRAP - Approval of Trips | 1     |
| HR & GA Manager - JKT     | PRAP - Approval of Trips | 1     |
| HR Development Manager    | PRAP - Approval of Trips | 1     |
| HR System Support Officer | PRAP - Approval of Trips | 1     |
| HRGA General Manager      | PRAP - Approval of Trips | 1     |
| Internal Audit Manager    | PRAP - Approval of Trips | 1     |
| IR & Welfare Superintende | PRAP - Approval of Trips | 1     |
| IT & MIS General Manager  | PRAP - Approval of Trips | 1     |
| IT Manager                | PRAP - Approval of Trips | 1     |
| Land Acquisition & Manage | PRAP - Approval of Trips | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Lati Mine Opertaion Manag | PRAP - Approval of Trips | 1     |
| Logistic Manager          | PRAP - Approval of Trips | 1     |
| Marketing & transp. Direc | PRAP - Approval of Trips | 1     |
| Marketing & transp.Deputy | PRAP - Approval of Trips | 1     |
| Marketing Support Officer | PRAP - Approval of Trips | 1     |
| Mgt Reporting & Budget Se | PRAP - Approval of Trips | 1     |
| Mine Closure Manager      | PRAP - Approval of Trips | 1     |
| Mine Contract Management  | PRAP - Approval of Trips | 1     |
| Mine Dev & Geology Genera | PRAP - Approval of Trips | 1     |
| Mine Plan & Control Manag | PRAP - Approval of Trips | 1     |
| Mining General Manager    | PRAP - Approval of Trips | 1     |
| MIS Manager               | PRAP - Approval of Trips | 1     |
| O.H.S. Manager            | PRAP - Approval of Trips | 1     |
| Operation Deputy Director | PRAP - Approval of Trips | 1     |
| Operation Director        | PRAP - Approval of Trips | 1     |
| P. Quality & D. Control M | PRAP - Approval of Trips | 1     |
| Payment & Bank Reconsile  | PRAP - Approval of Trips | 1     |
| Port & Barging Opt. Manag | PRAP - Approval of Trips | 1     |
| President Director        | PRAP - Approval of Trips | 1     |
| Purchasing Manager        | PRAP - Approval of Trips | 1     |
| QHSE System Compliance Ma | PRAP - Approval of Trips | 1     |
| Recruit & Assessment Offi | PRAP - Approval of Trips | 1     |
| Risk Mgt. Compl. & Policy | PRAP - Approval of Trips | 1     |
| Sambarata Mine Operation  | PRAP - Approval of Trips | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Security Manager          | PRAP - Approval of Trips                  | 1     |
| Shared Service Unit Gener | PRAP - Approval of Trips                  | 1     |
| Shipping Manager          | PRAP - Approval of Trips                  | 1     |
| Support Administrator Off | PRAP - Approval of Trips                  | 1     |
| Tax Manager               | PRAP - Approval of Trips                  | 1     |
| Technical Service Manager | PRAP - Approval of Trips                  | 1     |
| Transp. & Sales Adm. Gene | PRAP - Approval of Trips                  | 1     |
| Transport & Shipment Mana | PRAP - Approval of Trips                  | 1     |
| Travelling & Claim Admin  | PRAP - Approval of Trips                  | 1     |
| Treasury & Bangking Manag | PRAP - Approval of Trips                  | 1     |
| Treasury General Manager  | PRAP - Approval of Trips                  | 1     |
| Welfare Admin Supervisor  | PRAP - Approval of Trips                  | 1     |
| Claim & Compensation Admi | PREC - Travel Expenses Accounting Program | 1     |
| Comp.Benefit HR Berau Sup | PREC - Travel Expenses Accounting Program | 1     |
| Compensation & Benefits A | PREC - Travel Expenses Accounting Program | 1     |
| GA Staff JKT              | PREC - Travel Expenses Accounting Program | 1     |
| Payment & Bank Reconsile  | PREC - Travel Expenses Accounting Program | 1     |
| Recruit & Assessment Offi | PREC - Travel Expenses Accounting Program | 1     |
| Support Administrator Off | PREC - Travel Expenses Accounting Program | 1     |
| Travelling & Claim Admin  | PREC - Travel Expenses Accounting Program | 1     |
| Welfare Admin Supervisor  | PREC - Travel Expenses Accounting Program | 1     |
| Admin & Data Processing S | PRFI - Posting to Financial Accounting    | 1     |
| AP Control Manager        | PRFI - Posting to Financial Accounting    | 1     |
| AP Control Superintendent | PRFI - Posting to Financial Accounting    | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| AP Officer                | PRFI - Posting to Financial Accounting | 1     |
| AR Control Superintendent | PRFI - Posting to Financial Accounting | 1     |
| AR NON Trade Control Serv | PRFI - Posting to Financial Accounting | 1     |
| AR Trade Control Service  | PRFI - Posting to Financial Accounting | 1     |
| Claim & Compensation Admi | PRFI - Posting to Financial Accounting | 1     |
| Comp.Benefit HR Berau Sup | PRFI - Posting to Financial Accounting | 1     |
| Compensation & Benefits A | PRFI - Posting to Financial Accounting | 1     |
| Finance & Adm General Man | PRFI - Posting to Financial Accounting | 1     |
| GA Service Supervisor     | PRFI - Posting to Financial Accounting | 1     |
| GA Staff JKT              | PRFI - Posting to Financial Accounting | 1     |
| Operation Support Service | PRFI - Posting to Financial Accounting | 1     |
| Payment & Bank Reconsile  | PRFI - Posting to Financial Accounting | 1     |
| Recruit & Assessment Offi | PRFI - Posting to Financial Accounting | 1     |
| Shared Service Unit Gener | PRFI - Posting to Financial Accounting | 1     |
| Support Administrator Off | PRFI - Posting to Financial Accounting | 1     |
| Travelling & Claim Admin  | PRFI - Posting to Financial Accounting | 1     |
| Welfare Admin Supervisor  | PRFI - Posting to Financial Accounting | 1     |
| Admin & Data Processing S | PRRW - Post Accounting Data            | 1     |
| AP Control Manager        | PRRW - Post Accounting Data            | 1     |
| AP Control Superintendent | PRRW - Post Accounting Data            | 1     |
| AP Officer                | PRRW - Post Accounting Data            | 1     |
| AR Control Superintendent | PRRW - Post Accounting Data            | 1     |
| AR NON Trade Control Serv | PRRW - Post Accounting Data            | 1     |
| AR Trade Control Service  | PRRW - Post Accounting Data            | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Claim & Compensation Admi | PRRW - Post Accounting Data                  | 1     |
| Comp.Benefit HR Berau Off | PRRW - Post Accounting Data                  | 1     |
| Comp.Benefit HR Berau Sup | PRRW - Post Accounting Data                  | 1     |
| Compensation & Benefits A | PRRW - Post Accounting Data                  | 1     |
| Finance & Adm General Man | PRRW - Post Accounting Data                  | 1     |
| GA Service Supervisor     | PRRW - Post Accounting Data                  | 1     |
| GA Staff JKT              | PRRW - Post Accounting Data                  | 1     |
| HR System Support Officer | PRRW - Post Accounting Data                  | 1     |
| HRGA General Manager      | PRRW - Post Accounting Data                  | 1     |
| IR & Welfare Superintende | PRRW - Post Accounting Data                  | 1     |
| Operation Support Service | PRRW - Post Accounting Data                  | 1     |
| Payment & Bank Reconsile  | PRRW - Post Accounting Data                  | 1     |
| Recruit & Assessment Offi | PRRW - Post Accounting Data                  | 1     |
| SAP Support               | PRRW - Post Accounting Data                  | 1     |
| Shared Service Unit Gener | PRRW - Post Accounting Data                  | 1     |
| Support Administrator Off | PRRW - Post Accounting Data                  | 1     |
| Travelling & Claim Admin  | PRRW - Post Accounting Data                  | 1     |
| Welfare Admin Supervisor  | PRRW - Post Accounting Data                  | 1     |
| Comp.Benefit HR Berau Off | PSO0 - Set Plan Version for<br>OrgManagement | 1     |
| Comp.Benefit HR Berau Sup | PSO0 - Set Plan Version for<br>OrgManagement | 1     |
| GA Staff JKT              | PSO0 - Set Plan Version for<br>OrgManagement | 1     |
| HR System Support Officer | PSO0 - Set Plan Version for<br>OrgManagement | 1     |
| Comp.Benefit HR Berau Off | PSO3 - Infotype Overview                     | 1     |
| Comp.Benefit HR Berau Sup | PSO3 - Infotype Overview                     | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| GA Staff JKT              | PSO3 - Infotype Overview             | 1     |
| HR & GA Manager - JKT     | PSO3 - Infotype Overview             | 1     |
| HR System Support Officer | PSO3 - Infotype Overview             | 1     |
| Comp.Benefit HR Berau Off | PT_QTA00 - Generate Absence Quotas   | 1     |
| Comp.Benefit HR Berau Sup | PT_QTA00 - Generate Absence Quotas   | 1     |
| GA Staff JKT              | PT_QTA00 - Generate Absence Quotas   | 1     |
| HR System Support Officer | PT_QTA00 - Generate Absence Quotas   | 1     |
| Comp.Benefit HR Berau Off | PT_QTA10 - Absence Quota Information | 1     |
| Comp.Benefit HR Berau Sup | PT_QTA10 - Absence Quota Information | 1     |
| Compensation & Benefits A | PT_QTA10 - Absence Quota Information | 1     |
| GA Staff JKT              | PT_QTA10 - Absence Quota Information | 1     |
| HR & GA Manager - JKT     | PT_QTA10 - Absence Quota Information | 1     |
| HR System Support Officer | PT_QTA10 - Absence Quota Information | 1     |
| HRGA General Manager      | PT_QTA10 - Absence Quota Information | 1     |
| IR & Welfare Superintende | PT_QTA10 - Absence Quota Information | 1     |
| Payment & Bank Reconsile  | PT_QTA10 - Absence Quota Information | 1     |
| Welfare Admin Supervisor  | PT_QTA10 - Absence Quota Information | 1     |
| Comp.Benefit HR Berau Off | PT03 - Display Work Schedule         | 1     |
| Comp.Benefit HR Berau Sup | PT03 - Display Work Schedule         | 1     |
| Compensation & Benefits A | PT03 - Display Work Schedule         | 1     |
| GA Staff JKT              | PT03 - Display Work Schedule         | 1     |
| HR & GA Manager - JKT     | PT03 - Display Work Schedule         | 1     |
| HR System Support Officer | PT03 - Display Work Schedule         | 1     |
| HRGA General Manager      | PT03 - Display Work Schedule         | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| IR & Welfare Superintende | PT03 - Display Work Schedule                           | 1     |
| Payment & Bank Reconsile  | PT03 - Display Work Schedule                           | 1     |
| Welfare Admin Supervisor  | PT03 - Display Work Schedule                           | 1     |
| Comp.Benefit HR Berau Off | PT61 - Time Statement                                  | 1     |
| Comp.Benefit HR Berau Sup | PT61 - Time Statement                                  | 1     |
| Compensation & Benefits A | PT61 - Time Statement                                  | 1     |
| GA Staff JKT              | PT61 - Time Statement                                  | 1     |
| HR & GA Manager - JKT     | PT61 - Time Statement                                  | 1     |
| HR System Support Officer | PT61 - Time Statement                                  | 1     |
| HRGA General Manager      | PT61 - Time Statement                                  | 1     |
| IR & Welfare Superintende | PT61 - Time Statement                                  | 1     |
| Payment & Bank Reconsile  | PT61 - Time Statement                                  | 1     |
| Welfare Admin Supervisor  | PT61 - Time Statement                                  | 1     |
| Comp.Benefit HR Berau Off | PT66 - Display Cluster B2                              | 1     |
| Comp.Benefit HR Berau Sup | PT66 - Display Cluster B2                              | 1     |
| Compensation & Benefits A | PT66 - Display Cluster B2                              | 1     |
| GA Staff JKT              | PT66 - Display Cluster B2                              | 1     |
| HR & GA Manager - JKT     | PT66 - Display Cluster B2                              | 1     |
| HR System Support Officer | PT66 - Display Cluster B2                              | 1     |
| HRGA General Manager      | PT66 - Display Cluster B2                              | 1     |
| IR & Welfare Superintende | PT66 - Display Cluster B2                              | 1     |
| Payment & Bank Reconsile  | PT66 - Display Cluster B2                              | 1     |
| Welfare Admin Supervisor  | PT66 - Display Cluster B2                              | 1     |
| Claim & Compensation Admi | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Comp.Benefit HR Berau Off | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Comp.Benefit HR Berau Sup | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Compensation & Benefits A | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| GA Staff JKT              | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| HR & GA Manager - JKT     | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| HR System Support Officer | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| HRGA General Manager      | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| IR & Welfare Superintende | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Payment & Bank Reconsile  | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Recruit & Assessment Offi | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Support Administrator Off | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Travelling & Claim Admin  | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| Welfare Admin Supervisor  | PTRV_PAYMENT_HISTORY - Travel Expenses Payment History | 1     |
| HRGA General Manager      | PU00 - Delete Personnel Data                           | 1     |
| Comp.Benefit Admin        | PU01 - Delete current payroll result                   | 1     |
| Comp.Benefit HR Berau Off | PU01 - Delete current payroll result                   | 1     |
| Comp.Benefit HR Berau Sup | PU01 - Delete current payroll result                   | 1     |
| GA Staff JKT              | PU01 - Delete current payroll result                   | 1     |
| HR & GA Manager - JKT     | PU01 - Delete current payroll result                   | 1     |
| HR System Support Officer | PU01 - Delete current payroll result                   | 1     |
| HRGA General Manager      | PU01 - Delete current payroll result                   | 1     |
| Payroll Admin             | PU01 - Delete current payroll result                   | 1     |
| Payroll Officer           | PU01 - Delete current payroll result                   | 1     |
| Comp.Benefit Admin        | PU03 - Change Payroll Status                           | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Comp.Benefit HR Berau Off | PU03 - Change Payroll Status                   | 1     |
| Comp.Benefit HR Berau Sup | PU03 - Change Payroll Status                   | 1     |
| GA Staff JKT              | PU03 - Change Payroll Status                   | 1     |
| HR System Support Officer | PU03 - Change Payroll Status                   | 1     |
| Welfare Admin Supervisor  | PU03 - Change Payroll Status                   | 1     |
| PQDC Officer              | QA01 - Create Inspection Lot                   | 1     |
| PQDC Officer              | QA02 - Change Inspection Lot                   | 1     |
| P. Quality & D. Control M | QA03 - Display inspection lot                  | 1     |
| PQDC Officer              | QA03 - Display inspection lot                  | 1     |
| P. Quality & D. Control M | QA08 - Collective Processing of Insp.<br>Setup | 1     |
| PQDC Officer              | QA08 - Collective Processing of Insp.<br>Setup | 1     |
| PQDC Officer              | QA11 - Record usage decision                   | 1     |
| P. Quality & D. Control M | QA12 - Change usage decision with history      | 1     |
| PQDC Officer              | QA12 - Change usage decision with history      | 1     |
| P. Quality & D. Control M | QA13 - Display usage decision                  | 1     |
| PQDC Officer              | QA13 - Display usage decision                  | 1     |
| P. Quality & D. Control M | QA14 - Change UD without history               | 1     |
| PQDC Officer              | QA14 - Change UD without history               | 1     |
| P. Quality & D. Control M | QA16 - Collective UD for accepted lots         | 1     |
| PQDC Officer              | QA16 - Collective UD for accepted lots         | 1     |
| P. Quality & D. Control M | QA22 - Change inspection point quantities      | 1     |
| PQDC Officer              | QA22 - Change inspection point quantities      | 1     |
| P. Quality & D. Control M | QA23 - Display insp.point quantities           | 1     |
| PQDC Officer              | QA23 - Display insp.point quantities           | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| P. Quality & D. Control M | QA32 - Change data for inspection lot      | 1     |
| PQDC Officer              | QA32 - Change data for inspection lot      | 1     |
| P. Quality & D. Control M | QA33 - Display data for inspection lot     | 1     |
| PQDC Officer              | QA33 - Display data for inspection lot     | 1     |
| P. Quality & D. Control M | QAC3 - Reset sample                        | 1     |
| PQDC Officer              | QAC3 - Reset sample                        | 1     |
| P. Quality & D. Control M | QE01 - Record characteristic results       | 1     |
| PQDC Officer              | QE01 - Record characteristic results       | 1     |
| P. Quality & D. Control M | QE02 - Change characteristic results       | 1     |
| PQDC Officer              | QE02 - Change characteristic results       | 1     |
| P. Quality & D. Control M | QE03 - Display characteristic results      | 1     |
| PQDC Officer              | QE03 - Display characteristic results      | 1     |
| P. Quality & D. Control M | QE04 - Record sample results               | 1     |
| PQDC Officer              | QE04 - Record sample results               | 1     |
| P. Quality & D. Control M | QE05 - Change sample results               | 1     |
| PQDC Officer              | QE05 - Change sample results               | 1     |
| P. Quality & D. Control M | QE06 - Display sample results              | 1     |
| PQDC Officer              | QE06 - Display sample results              | 1     |
| P. Quality & D. Control M | QE09 - Indiv.display of charac.result      | 1     |
| PQDC Officer              | QE09 - Indiv.display of charac.result      | 1     |
| P. Quality & D. Control M | QE11 - Record results for inspection point | 1     |
| PQDC Officer              | QE11 - Record results for inspection point | 1     |
| P. Quality & D. Control M | QE12 - Change results for inspection point | 1     |
| PQDC Officer              | QE12 - Change results for inspection point | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| P. Quality & D. Control M | QE13 - Display results for inspection point   | 1     |
| PQDC Officer              | QE13 - Display results for inspection point   | 1     |
| P. Quality & D. Control M | QE14 - Record results for delivery note       | 1     |
| PQDC Officer              | QE14 - Record results for delivery note       | 1     |
| P. Quality & D. Control M | QE15 - Change results for delivery note       | 1     |
| PQDC Officer              | QE15 - Change results for delivery note       | 1     |
| P. Quality & D. Control M | QE16 - Display results for delivery note      | 1     |
| PQDC Officer              | QE16 - Display results for delivery note      | 1     |
| P. Quality & D. Control M | QE23 - Record results for phys. sample        | 1     |
| PQDC Officer              | QE23 - Record results for phys. sample        | 1     |
| P. Quality & D. Control M | QE24 - Change results for phys. sample        | 1     |
| PQDC Officer              | QE24 - Change results for phys. sample        | 1     |
| P. Quality & D. Control M | QE25 - Display results for phys. sample       | 1     |
| PQDC Officer              | QE25 - Display results for phys. sample       | 1     |
| PQDC Officer              | QE51 - Results recording worklist             | 1     |
| PQDC Officer              | QE51N - Results Recording Worklist            | 1     |
| P. Quality & D. Control M | QE52 - Worklist: Results for phys. sample     | 1     |
| PQDC Officer              | QE52 - Worklist: Results for phys. sample     | 1     |
| P. Quality & D. Control M | QE71 - Tabular res. recording for insp. pts   | 1     |
| PQDC Officer              | QE71 - Tabular res. recording for insp. pts   | 1     |
| P. Quality & D. Control M | QE72 - Tabular Results Rec. for Insp.<br>Lots | 1     |
| PQDC Officer              | QE72 - Tabular Results Rec. for Insp. Lots    | 1     |
| P. Quality & D. Control M | QE73 - Tabular res. recording for characs.    | 1     |
| PQDC Officer              | QE73 - Tabular res. recording for characs.    | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| P. Quality & D. Control M | QEH1 - Worklist for Mobile Results Rec.     | 1     |
| PQDC Officer              | QEH1 - Worklist for Mobile Results Rec.     | 1     |
| P. Quality & D. Control M | QF01 - Record defect data                   | 1     |
| PQDC Officer              | QF01 - Record defect data                   | 1     |
| P. Quality & D. Control M | QF02 - Change defect data                   | 1     |
| PQDC Officer              | QF02 - Change defect data                   | 1     |
| P. Quality & D. Control M | QF03 - Display defect data                  | 1     |
| PQDC Officer              | QF03 - Display defect data                  | 1     |
| P. Quality & D. Control M | QF11 - Record defects for inspection lot    | 1     |
| PQDC Officer              | QF11 - Record defects for inspection lot    | 1     |
| P. Quality & D. Control M | QF21 - Record defects for operation         | 1     |
| PQDC Officer              | QF21 - Record defects for operation         | 1     |
| P. Quality & D. Control M | QF31 - Record defects for characteristic    | 1     |
| PQDC Officer              | QF31 - Record defects for characteristic    | 1     |
| P. Quality & D. Control M | QGA3 - Print inspection results             | 1     |
| PQDC Officer              | QGA3 - Print inspection results             | 1     |
| P. Quality & D. Control M | QGA4 - General QM Evaluations               | 1     |
| PQDC Officer              | QGA4 - General QM Evaluations               | 1     |
| P. Quality & D. Control M | QGC1 - Qual. control charts for insp. lots  | 1     |
| PQDC Officer              | QGC1 - Qual. control charts for insp. lots  | 1     |
| P. Quality & D. Control M | QGC2 - Control charts for task list charac. | 1     |
| PQDC Officer              | QGC2 - Control charts for task list charac. | 1     |
| P. Quality & D. Control M | QGC3 - Control charts for master insp. char | 1     |
| PQDC Officer              | QGC3 - Control charts for master insp. char | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| P. Quality & D. Control M | QI01 - Create quality info purchasing           | 1     |
| PQDC Officer              | QI01 - Create quality info purchasing           | 1     |
| P. Quality & D. Control M | Ql02 - Change qual.information - purchasing     | 1     |
| PQDC Officer              | QI02 - Change qual.information - purchasing     | 1     |
| P. Quality & D. Control M | Ql03 - Display quality info purchasing          | 1     |
| PQDC Officer              | Ql03 - Display quality info purchasing          | 1     |
| P. Quality & D. Control M | QI06 - QM Releases: Mass maintenance            | 1     |
| PQDC Officer              | QI06 - QM Releases: Mass maintenance            | 1     |
| P. Quality & D. Control M | QK05 - Confirmed activities for insp. lot       | 1     |
| PQDC Officer              | QK05 - Confirmed activities for insp. lot       | 1     |
| P. Quality & D. Control M | QL11 - Mat: Distribute Inspection Setup-<br>ALE | 1     |
| PQDC Officer              | QL11 - Mat: Distribute Inspection Setup-<br>ALE | 1     |
| P. Quality & D. Control M | QL21 - Master Inspection Characs (ALE)          | 1     |
| PQDC Officer              | QL21 - Master Inspection Characs (ALE)          | 1     |
| P. Quality & D. Control M | QL31 - Distribute Inspection Methods (ALE)      | 1     |
| PQDC Officer              | QL31 - Distribute Inspection Methods (ALE)      | 1     |
| External Auditor          | QM03 - Display quality notification             | 1     |
| Finance Reporting Officer | QM03 - Display quality notification             | 1     |
| Financial Reporting Manag | QM03 - Display quality notification             | 1     |
| Financial Reporting Offic | QM03 - Display quality notification             | 1     |
| Financial Reporting Senio | QM03 - Display quality notification             | 1     |
| Internal Auditor          | QM03 - Display quality notification             | 1     |
| SAP Support               | QM03 - Display quality notification             | 1     |
| PQDC Officer              | QP01 - Create                                   | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| PQDC Officer              | QP02 - Change                               | 1     |
| P. Quality & D. Control M | QP03 - Display                              | 1     |
| PQDC Officer              | QP03 - Display                              | 1     |
| P. Quality & D. Control M | QP05 - Print inspection plan                | 1     |
| PQDC Officer              | QP05 - Print inspection plan                | 1     |
| P. Quality & D. Control M | QP06 - List: Missing/unusable insp. plans   | 1     |
| PQDC Officer              | QP06 - List: Missing/unusable insp. plans   | 1     |
| P. Quality & D. Control M | QP07 - List: Missing/Unusable GR InspPlans  | 1     |
| PQDC Officer              | QP07 - List: Missing/Unusable GR InspPlans  | 1     |
| P. Quality & D. Control M | QP08 - Print task lists for material        | 1     |
| PQDC Officer              | QP08 - Print task lists for material        | 1     |
| P. Quality & D. Control M | QP11 - Create reference operation set       | 1     |
| PQDC Officer              | QP11 - Create reference operation set       | 1     |
| P. Quality & D. Control M | QP12 - Change reference operation set       | 1     |
| PQDC Officer              | QP12 - Change reference operation set       | 1     |
| P. Quality & D. Control M | QP13 - Display reference operation set      | 1     |
| PQDC Officer              | QP13 - Display reference operation set      | 1     |
| P. Quality & D. Control M | QP60 - Time-related development of plans    | 1     |
| PQDC Officer              | QP60 - Time-related development of plans    | 1     |
| P. Quality & D. Control M | QP61 - Display change documents insp.plan   | 1     |
| PQDC Officer              | QP61 - Display change documents insp.plan   | 1     |
| P. Quality & D. Control M | QP62 - Change documents ref.operation sets  | 1     |
| PQDC Officer              | QP62 - Change documents ref.operation sets  | 1     |
| P. Quality & D. Control M | QPR5 - Manual inspection lots for physSamps | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| PQDC Officer              | QPR5 - Manual inspection lots for physSamps | 1     |
| P. Quality & D. Control M | QPR7 - Storage Data Maintenance             | 1     |
| PQDC Officer              | QPR7 - Storage Data Maintenance             | 1     |
| PQDC Officer              | QS21 - Create master insp. characteristic   | 1     |
| PQDC Officer              | QS22 - Create master insp. charac. version  | 1     |
| PQDC Officer              | QS23 - Change master insp. charac. version  | 1     |
| P. Quality & D. Control M | QS24 - Display master insp. charac. version | 1     |
| PQDC Officer              | QS24 - Display master insp. charac. version | 1     |
| PQDC Officer              | QS25 - Delete master insp. charac. version  | 1     |
| P. Quality & D. Control M | QS26 - Display characteristic use           | 1     |
| PQDC Officer              | QS26 - Display characteristic use           | 1     |
| PQDC Officer              | QS27 - Replace master insp. characteristic  | 1     |
| P. Quality & D. Control M | QS28 - Display insp. charac. list           | 1     |
| PQDC Officer              | QS28 - Display insp. charac. list           | 1     |
| PQDC Officer              | QS31 - Create inspection method             | 1     |
| PQDC Officer              | QS32 - Create inspection method version     | 1     |
| PQDC Officer              | QS33 - Change inspection method version     | 1     |
| P. Quality & D. Control M | QS34 - Display inspection method version    | 1     |
| PQDC Officer              | QS34 - Display inspection method version    | 1     |
| PQDC Officer              | QS35 - Delete inspection method version     | 1     |
| P. Quality & D. Control M | QS36 - Display inspection method use        | 1     |
| PQDC Officer              | QS36 - Display inspection method use        | 1     |
| P. Quality & D. Control M | QS37 - Central replacement of methods       | 1     |
| PQDC Officer              | QS37 - Central replacement of methods       | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| P. Quality & D. Control M | QS38 - Display inspection method list       | 1     |
| PQDC Officer              | QS38 - Display inspection method list       | 1     |
| External Auditor          | QS42 - Display catalog                      | 1     |
| Finance Reporting Officer | QS42 - Display catalog                      | 1     |
| Financial Reporting Manag | QS42 - Display catalog                      | 1     |
| Financial Reporting Offic | QS42 - Display catalog                      | 1     |
| Financial Reporting Senio | QS42 - Display catalog                      | 1     |
| Internal Auditor          | QS42 - Display catalog                      | 1     |
| SAP Support               | QS42 - Display catalog                      | 1     |
| P. Quality & D. Control M | QS49 - Display code groups and codes        | 1     |
| PQDC Officer              | QS49 - Display code groups and codes        | 1     |
| P. Quality & D. Control M | QS59 - Display selected sets                | 1     |
| PQDC Officer              | QS59 - Display selected sets                | 1     |
| P. Quality & D. Control M | QS61 - Maintain material specification      | 1     |
| PQDC Officer              | QS61 - Maintain material specification      | 1     |
| P. Quality & D. Control M | QS62 - Display material specification       | 1     |
| PQDC Officer              | QS62 - Display material specification       | 1     |
| P. Quality & D. Control M | QSR6 - Delete routings                      | 1     |
| PQDC Officer              | QSR6 - Delete routings                      | 1     |
| P. Quality & D. Control M | QVM1 - Inspection lots without completion   | 1     |
| PQDC Officer              | QVM1 - Inspection lots without completion   | 1     |
| P. Quality & D. Control M | QVM2 - Inspection lots with open quantities | 1     |
| PQDC Officer              | QVM2 - Inspection lots with open quantities | 1     |
| P. Quality & D. Control M | QVM3 - Lots without usage decision          | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| PQDC Officer              | QVM3 - Lots without usage decision                | 1     |
| External Auditor          | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| Finance Reporting Officer | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| Financial Reporting Manag | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| Financial Reporting Offic | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| Financial Reporting Senio | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| Internal Auditor          | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| SAP Support               | RFKRADEC - Declining balance<br>Depreciation (KR) | 1     |
| External Auditor          | RFKRASL - Straight Line Depreciation Korea        | 1     |
| Finance Reporting Officer | RFKRASL - Straight Line Depreciation Korea        | 1     |
| Financial Reporting Manag | RFKRASL - Straight Line Depreciation Korea        | 1     |
| Financial Reporting Offic | RFKRASL - Straight Line Depreciation Korea        | 1     |
| Financial Reporting Senio | RFKRASL - Straight Line Depreciation Korea        | 1     |
| Internal Auditor          | RFKRASL - Straight Line Depreciation Korea        | 1     |
| SAP Support               | RFKRASL - Straight Line Depreciation Korea        | 1     |
| External Auditor          | RFKRASUP - Asset Accounting detail Report         | 1     |
| Finance Reporting Officer | RFKRASUP - Asset Accounting detail Report         | 1     |
| Financial Reporting Manag | RFKRASUP - Asset Accounting detail Report         | 1     |
| Financial Reporting Offic | RFKRASUP - Asset Accounting detail Report         | 1     |
| Financial Reporting Senio | RFKRASUP - Asset Accounting detail Report         | 1     |
| Internal Auditor          | RFKRASUP - Asset Accounting detail Report         | 1     |
| SAP Support               | RFKRASUP - Asset Accounting detail Report         | 1     |
| External Auditor          | RFKRAUP - Si Bu In Amount update                  | 1     |
| Finance Reporting Officer | RFKRAUP - Si Bu In Amount update                  | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | RFKRAUP - Si Bu In Amount update                           | 1     |
| Financial Reporting Offic | RFKRAUP - Si Bu In Amount update                           | 1     |
| Financial Reporting Senio | RFKRAUP - Si Bu In Amount update                           | 1     |
| Internal Auditor          | RFKRAUP - Si Bu In Amount update                           | 1     |
| SAP Support               | RFKRAUP - Si Bu In Amount update                           | 1     |
| SAP Support               | RMPS_SET_SUBSTITUTE - Maintain Substitute (Administration) | 1     |
| P. Quality & D. Control M | RMWB - Start Workbench                                     | 1     |
| PQDC Officer              | RMWB - Start Workbench                                     | 1     |
| External Auditor          | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| Finance Reporting Officer | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| Financial Reporting Manag | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| Financial Reporting Offic | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| Financial Reporting Senio | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| Internal Auditor          | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| SAP Support               | RSSCD100_PFCG_USER - For Role<br>Assignment                | 1     |
| External Auditor          | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| Finance Reporting Officer | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| Financial Reporting Manag | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| Financial Reporting Offic | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| Financial Reporting Senio | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| Internal Auditor          | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| SAP Support               | RSUSR200 - List of Users per Login<br>Date                 | 1     |
| Cost Estimator & Control  | RWBE - Stock Overview                                      | 1     |
| Default position          | RWBE - Stock Overview                                      | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Logistic GL               | RWBE - Stock Overview                              | 1     |
| Logistic GL Parts         | RWBE - Stock Overview                              | 1     |
| Logistic Manager          | RWBE - Stock Overview                              | 1     |
| Logistic Officer          | RWBE - Stock Overview                              | 1     |
| Logistic Section Head     | RWBE - Stock Overview                              | 1     |
| Logistic Supervisor       | RWBE - Stock Overview                              | 1     |
| Procurement Officer       | RWBE - Stock Overview                              | 1     |
| Purchasing Adm. Officer   | RWBE - Stock Overview                              | 1     |
| Purchasing Manager        | RWBE - Stock Overview                              | 1     |
| Purchasing Officer        | RWBE - Stock Overview                              | 1     |
| Tender Officer            | RWBE - Stock Overview                              | 1     |
| Warehouse Crew            | RWBE - Stock Overview                              | 1     |
| SAP Support               | RZ11 - Profile Parameter Maintenance               | 1     |
| External Auditor          | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| Finance Reporting Officer | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| Financial Reporting Manag | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| Financial Reporting Offic | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| Financial Reporting Senio | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| Internal Auditor          | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| SAP Support               | S_AC0_52000496 - AIS Reconciliation:<br>Entry View | 1     |
| External Auditor          | S_AC0_52000497 - AIS Reconciliation - > Logs       | 1     |
| Finance Reporting Officer | S_AC0_52000497 - AIS Reconciliation - > Logs       | 1     |
| Financial Reporting Manag | S_AC0_52000497 - AIS Reconciliation - > Logs       | 1     |
| Financial Reporting Offic | S_AC0_52000497 - AIS Reconciliation - > Logs       | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_AC0_52000497 - AIS Reconciliation - > Logs          | 1     |
| Internal Auditor          | S_AC0_52000497 - AIS Reconciliation - > Logs          | 1     |
| SAP Support               | S_AC0_52000497 - AIS Reconciliation - > Logs          | 1     |
| External Auditor          | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| Finance Reporting Officer | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Manag | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Offic | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Senio | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| Internal Auditor          | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| SAP Support               | S_AC0_52000498 - Actual/Actual<br>Comparison for Year | 1     |
| External Auditor          | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| Finance Reporting Officer | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| Financial Reporting Manag | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| Financial Reporting Offic | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| Financial Reporting Senio | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| Internal Auditor          | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| SAP Support               | S_AC0_52000500 - Audit Information<br>System (AIS)    | 1     |
| External Auditor          | S_AC0_52000501 - Totals and<br>Balances               | 1     |
| Finance Reporting Officer | S_AC0_52000501 - Totals and<br>Balances               | 1     |
| Financial Reporting Manag | S_AC0_52000501 - Totals and<br>Balances               | 1     |
| Financial Reporting Offic | S_AC0_52000501 - Totals and<br>Balances               | 1     |
| Financial Reporting Senio | S_AC0_52000501 - Totals and<br>Balances               | 1     |
| Internal Auditor          | S_AC0_52000501 - Totals and<br>Balances               | 1     |
| SAP Support               | S_AC0_52000501 - Totals and Balances                  | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| External Auditor          | S_AC0_52000502 - Audit                     | 1     |
| Finance Reporting Officer | S_AC0_52000502 - Audit                     | 1     |
| Financial Reporting Manag | S_AC0_52000502 - Audit                     | 1     |
| Financial Reporting Offic | S_AC0_52000502 - Audit                     | 1     |
| Financial Reporting Senio | S_AC0_52000502 - Audit                     | 1     |
| Internal Auditor          | S_AC0_52000502 - Audit                     | 1     |
| SAP Support               | S_AC0_52000502 - Audit                     | 1     |
| External Auditor          | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| Finance Reporting Officer | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| Financial Reporting Manag | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| Financial Reporting Offic | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| Financial Reporting Senio | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| Internal Auditor          | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| SAP Support               | S_AC0_52000509 - Audit Interactive<br>List | 1     |
| External Auditor          | S_AC0_52000528 - Audit Private Folder      | 1     |
| Finance Reporting Officer | S_AC0_52000528 - Audit Private Folder      | 1     |
| Financial Reporting Manag | S_AC0_52000528 - Audit Private Folder      | 1     |
| Financial Reporting Offic | S_AC0_52000528 - Audit Private Folder      | 1     |
| Financial Reporting Senio | S_AC0_52000528 - Audit Private Folder      | 1     |
| Internal Auditor          | S_AC0_52000528 - Audit Private Folder      | 1     |
| SAP Support               | S_AC0_52000528 - Audit Private Folder      | 1     |
| Comp.Benefit Admin        | S_AHR_61015890 - HIDCANN0                  | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61015890 - HIDCANN0                  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61015890 - HIDCANN0                  | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| GA Staff JKT              | S_AHR_61015890 - HIDCANN0 | 1     |
| HR & GA Manager - JKT     | S_AHR_61015890 - HIDCANN0 | 1     |
| HR System Support Officer | S_AHR_61015890 - HIDCANN0 | 1     |
| HRGA General Manager      | S_AHR_61015890 - HIDCANN0 | 1     |
| Payroll Admin             | S_AHR_61015890 - HIDCANN0 | 1     |
| Payroll Officer           | S_AHR_61015890 - HIDCANN0 | 1     |
| Comp.Benefit Admin        | S_AHR_61015891 - HIDCEDT0 | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61015891 - HIDCEDT0 | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61015891 - HIDCEDT0 | 1     |
| GA Staff JKT              | S_AHR_61015891 - HIDCEDT0 | 1     |
| HR & GA Manager - JKT     | S_AHR_61015891 - HIDCEDT0 | 1     |
| HR System Support Officer | S_AHR_61015891 - HIDCEDT0 | 1     |
| HRGA General Manager      | S_AHR_61015891 - HIDCEDT0 | 1     |
| Payroll Admin             | S_AHR_61015891 - HIDCEDT0 | 1     |
| Payroll Officer           | S_AHR_61015891 - HIDCEDT0 | 1     |
| Comp.Benefit Admin        | S_AHR_61015892 - HIDCKTO0 | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61015892 - HIDCKTO0 | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61015892 - HIDCKTO0 | 1     |
| GA Staff JKT              | S_AHR_61015892 - HIDCKTO0 | 1     |
| HR & GA Manager - JKT     | S_AHR_61015892 - HIDCKTO0 | 1     |
| HR System Support Officer | S_AHR_61015892 - HIDCKTO0 | 1     |
| HRGA General Manager      | S_AHR_61015892 - HIDCKTO0 | 1     |
| Payroll Admin             | S_AHR_61015892 - HIDCKTO0 | 1     |
| Payroll Officer           | S_AHR_61015892 - HIDCKTO0 | 1     |

| HR Position               | Code Matrix               | Count |
|---------------------------|---------------------------|-------|
| Comp.Benefit Admin        | S_AHR_61015895 - HIDCTAX1 | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61015895 - HIDCTAX1 | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61015895 - HIDCTAX1 | 1     |
| GA Staff JKT              | S_AHR_61015895 - HIDCTAX1 | 1     |
| HR & GA Manager - JKT     | S_AHR_61015895 - HIDCTAX1 | 1     |
| HR System Support Officer | S_AHR_61015895 - HIDCTAX1 | 1     |
| HRGA General Manager      | S_AHR_61015895 - HIDCTAX1 | 1     |
| Payroll Admin             | S_AHR_61015895 - HIDCTAX1 | 1     |
| Payroll Officer           | S_AHR_61015895 - HIDCTAX1 | 1     |
| Comp.Benefit Admin        | S_AHR_61015896 - HIDCJAM0 | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61015896 - HIDCJAM0 | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61015896 - HIDCJAM0 | 1     |
| GA Staff JKT              | S_AHR_61015896 - HIDCJAM0 | 1     |
| HR & GA Manager - JKT     | S_AHR_61015896 - HIDCJAM0 | 1     |
| HR System Support Officer | S_AHR_61015896 - HIDCJAM0 | 1     |
| HRGA General Manager      | S_AHR_61015896 - HIDCJAM0 | 1     |
| Payroll Admin             | S_AHR_61015896 - HIDCJAM0 | 1     |
| Payroll Officer           | S_AHR_61015896 - HIDCJAM0 | 1     |
| Comp.Benefit Admin        | S_AHR_61015897 - HIDCJAM1 | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61015897 - HIDCJAM1 | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61015897 - HIDCJAM1 | 1     |
| GA Staff JKT              | S_AHR_61015897 - HIDCJAM1 | 1     |
| HR & GA Manager - JKT     | S_AHR_61015897 - HIDCJAM1 | 1     |
| HR System Support Officer | S_AHR_61015897 - HIDCJAM1 | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| HRGA General Manager      | S_AHR_61015897 - HIDCJAM1                           | 1     |
| Payroll Admin             | S_AHR_61015897 - HIDCJAM1                           | 1     |
| Payroll Officer           | S_AHR_61015897 - HIDCJAM1                           | 1     |
| Comp.Benefit Admin        | S_AHR_61016170 - Payments and Deductions            | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016170 - Payments and Deductions            | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016170 - Payments and Deductions            | 1     |
| GA Staff JKT              | S_AHR_61016170 - Payments and Deductions            | 1     |
| HR & GA Manager - JKT     | S_AHR_61016170 - Payments and Deductions            | 1     |
| HR System Support Officer | S_AHR_61016170 - Payments and Deductions            | 1     |
| HRGA General Manager      | S_AHR_61016170 - Payments and Deductions            | 1     |
| Payroll Admin             | S_AHR_61016170 - Payments and Deductions            | 1     |
| Payroll Officer           | S_AHR_61016170 - Payments and Deductions            | 1     |
| Comp.Benefit Admin        | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| GA Staff JKT              | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| HR & GA Manager - JKT     | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| HR System Support Officer | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| HRGA General Manager      | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| Payroll Admin             | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| Payroll Officer           | S_AHR_61016208 - Paydays on<br>Holidays or Weekends | 1     |
| Comp.Benefit Admin        | S_AHR_61016209 - Payday Calendar                    | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016209 - Payday Calendar                    | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016209 - Payday Calendar                    | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| GA Staff JKT              | S_AHR_61016209 - Payday Calendar                  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016209 - Payday Calendar                  | 1     |
| HR System Support Officer | S_AHR_61016209 - Payday Calendar                  | 1     |
| HRGA General Manager      | S_AHR_61016209 - Payday Calendar                  | 1     |
| Payroll Admin             | S_AHR_61016209 - Payday Calendar                  | 1     |
| Payroll Officer           | S_AHR_61016209 - Payday Calendar                  | 1     |
| Internal Auditor          | S_AHR_61016380 - Logged Changes in Infotype Data  | 1     |
| Claim & Compensation Admi | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Compensation & Benefits A | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| GA Staff JKT              | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| HR & GA Manager - JKT     | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| HR System Support Officer | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| HRGA General Manager      | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| IR & Welfare Superintende | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Payment & Bank Reconsile  | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Recruit & Assessment Offi | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Support Administrator Off | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Travelling & Claim Admin  | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Welfare Admin Supervisor  | S_AHR_61016401 - General Trip<br>Data/Trip Totals | 1     |
| Accounting Manager        | S_AHR_61016402 - Trip Receipts                    | 1     |
| Accounting Officer        | S_AHR_61016402 - Trip Receipts                    | 1     |
| Administration Staff      | S_AHR_61016402 - Trip Receipts                    | 1     |

| HR Position                     | Code Matrix                    | Count |
|---------------------------------|--------------------------------|-------|
| AP Control Manager              | S_AHR_61016402 - Trip Receipts | 1     |
| AR Control Manager              | S_AHR_61016402 - Trip Receipts | 1     |
| Area 1 Marketing & S. man       | S_AHR_61016402 - Trip Receipts | 1     |
| Area 2 Marketing & S. man       | S_AHR_61016402 - Trip Receipts | 1     |
| Area 3 Marketing & S. man       | S_AHR_61016402 - Trip Receipts | 1     |
| Bank & Trade Finance Mana       | S_AHR_61016402 - Trip Receipts | 1     |
| Bank Rels. Officer & Cash       | S_AHR_61016402 - Trip Receipts | 1     |
| Binungan Mine Operation A       | S_AHR_61016402 - Trip Receipts | 1     |
| Budget & Control Supervis       | S_AHR_61016402 - Trip Receipts | 1     |
| Budget Officer                  | S_AHR_61016402 - Trip Receipts | 1     |
| Business Analyst Manager        | S_AHR_61016402 - Trip Receipts | 1     |
| Cash Management Administration  | S_AHR_61016402 - Trip Receipts | 1     |
| Claim & Compensation Admi       | S_AHR_61016402 - Trip Receipts | 1     |
| Coal Handling Inf. Dev. &       | S_AHR_61016402 - Trip Receipts | 1     |
| ComDev Admin & Logistic         | S_AHR_61016402 - Trip Receipts | 1     |
| Commuication & Relation Officer | S_AHR_61016402 - Trip Receipts | 1     |
| Community Rel Admin Suppo       | S_AHR_61016402 - Trip Receipts | 1     |
| Corporate Affair Manager        | S_AHR_61016402 - Trip Receipts | 1     |
| Corporate Affairs Officer       | S_AHR_61016402 - Trip Receipts | 1     |
| Corporate Communication G       | S_AHR_61016402 - Trip Receipts | 1     |
| Corporate Legal Manager         | S_AHR_61016402 - Trip Receipts | 1     |
| Corporate Legal Senior Ma       | S_AHR_61016402 - Trip Receipts | 1     |
| Corporate Support Senior        | S_AHR_61016402 - Trip Receipts | 1     |
| Cost Estimator & Control        | S_AHR_61016402 - Trip Receipts | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Crewing Officer           | S_AHR_61016402 - Trip Receipts | 1     |
| Default position          | S_AHR_61016402 - Trip Receipts | 1     |
| EMS Area 1 Manager        | S_AHR_61016402 - Trip Receipts | 1     |
| Energy Management Serv. G | S_AHR_61016402 - Trip Receipts | 1     |
| Engineering Manager       | S_AHR_61016402 - Trip Receipts | 1     |
| Environment Manager       | S_AHR_61016402 - Trip Receipts | 1     |
| ER & LM Admin Officer     | S_AHR_61016402 - Trip Receipts | 1     |
| ER & OHSE Training Manage | S_AHR_61016402 - Trip Receipts | 1     |
| Executive Secretary       | S_AHR_61016402 - Trip Receipts | 1     |
| External Relation & Land  | S_AHR_61016402 - Trip Receipts | 1     |
| Finance & Adm General Man | S_AHR_61016402 - Trip Receipts | 1     |
| Finance Admin             | S_AHR_61016402 - Trip Receipts | 1     |
| Finance Analyst           | S_AHR_61016402 - Trip Receipts | 1     |
| Finance Deputy Director   | S_AHR_61016402 - Trip Receipts | 1     |
| Finance Rep. & Analyst Ma | S_AHR_61016402 - Trip Receipts | 1     |
| Finance Reporting Officer | S_AHR_61016402 - Trip Receipts | 1     |
| Financial & Accounting Su | S_AHR_61016402 - Trip Receipts | 1     |
| Financial Control Departm | S_AHR_61016402 - Trip Receipts | 1     |
| Financial Reporting Manag | S_AHR_61016402 - Trip Receipts | 1     |
| Financial Reporting Offic | S_AHR_61016402 - Trip Receipts | 1     |
| Financial Reporting Senio | S_AHR_61016402 - Trip Receipts | 1     |
| Financial Reporting Super | S_AHR_61016402 - Trip Receipts | 1     |
| GA Officer                | S_AHR_61016402 - Trip Receipts | 1     |
| GA Supervisor             | S_AHR_61016402 - Trip Receipts | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Gen. Service & Logistic G | S_AHR_61016402 - Trip Receipts | 1     |
| General Affair Manager    | S_AHR_61016402 - Trip Receipts | 1     |
| Geology & Exploration Man | S_AHR_61016402 - Trip Receipts | 1     |
| Geology & Exploration Sup | S_AHR_61016402 - Trip Receipts | 1     |
| Geotechnic & Hydrology Ma | S_AHR_61016402 - Trip Receipts | 1     |
| H.S.E General Manager     | S_AHR_61016402 - Trip Receipts | 1     |
| HR & GA Manager - JKT     | S_AHR_61016402 - Trip Receipts | 1     |
| HR Development Manager    | S_AHR_61016402 - Trip Receipts | 1     |
| HRGA General Manager      | S_AHR_61016402 - Trip Receipts | 1     |
| HSE General Admin         | S_AHR_61016402 - Trip Receipts | 1     |
| Infrastructure Dev. Plan  | S_AHR_61016402 - Trip Receipts | 1     |
| Internal Audit            | S_AHR_61016402 - Trip Receipts | 1     |
| Internal Audit Manager    | S_AHR_61016402 - Trip Receipts | 1     |
| IR & Welfare Superintende | S_AHR_61016402 - Trip Receipts | 1     |
| IT & MIS General Manager  | S_AHR_61016402 - Trip Receipts | 1     |
| IT Manager                | S_AHR_61016402 - Trip Receipts | 1     |
| Land Acquisition & Manage | S_AHR_61016402 - Trip Receipts | 1     |
| Lati Mine Opertaion Manag | S_AHR_61016402 - Trip Receipts | 1     |
| Lati Port Supervisor      | S_AHR_61016402 - Trip Receipts | 1     |
| Legal & Compliance Admin  | S_AHR_61016402 - Trip Receipts | 1     |
| Legal Officer             | S_AHR_61016402 - Trip Receipts | 1     |
| Logistic Manager          | S_AHR_61016402 - Trip Receipts | 1     |
| Managerial Reporting Supe | S_AHR_61016402 - Trip Receipts | 1     |
| Marine Support Officer    | S_AHR_61016402 - Trip Receipts | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Marketing & Transp. Admin | S_AHR_61016402 - Trip Receipts | 1     |
| Marketing & transp. Direc | S_AHR_61016402 - Trip Receipts | 1     |
| Marketing & transp.Deputy | S_AHR_61016402 - Trip Receipts | 1     |
| Marketing Support Officer | S_AHR_61016402 - Trip Receipts | 1     |
| MGM_REP                   | S_AHR_61016402 - Trip Receipts | 1     |
| Mgt Reporting & Budget Se | S_AHR_61016402 - Trip Receipts | 1     |
| Mine Closure Manager      | S_AHR_61016402 - Trip Receipts | 1     |
| Mine Contract Management  | S_AHR_61016402 - Trip Receipts | 1     |
| Mine Dev & Geology Genera | S_AHR_61016402 - Trip Receipts | 1     |
| Mine Plan & Control Manag | S_AHR_61016402 - Trip Receipts | 1     |
| Mining General Manager    | S_AHR_61016402 - Trip Receipts | 1     |
| MIS Manager               | S_AHR_61016402 - Trip Receipts | 1     |
| O.H.S. Manager            | S_AHR_61016402 - Trip Receipts | 1     |
| Operation Deputy Director | S_AHR_61016402 - Trip Receipts | 1     |
| Operation Director        | S_AHR_61016402 - Trip Receipts | 1     |
| P. Quality & D. Control M | S_AHR_61016402 - Trip Receipts | 1     |
| Payment & Bank Reconsile  | S_AHR_61016402 - Trip Receipts | 1     |
| Payroll Admin             | S_AHR_61016402 - Trip Receipts | 1     |
| Planning & Design Eng.    | S_AHR_61016402 - Trip Receipts | 1     |
| Port & Barging Opt. Manag | S_AHR_61016402 - Trip Receipts | 1     |
| Port Engineer             | S_AHR_61016402 - Trip Receipts | 1     |
| PQDC Officer              | S_AHR_61016402 - Trip Receipts | 1     |
| President Director        | S_AHR_61016402 - Trip Receipts | 1     |
| Procurement Officer       | S_AHR_61016402 - Trip Receipts | 1     |

| HR Position                   | Code Matrix                    | Count |
|-------------------------------|--------------------------------|-------|
| Procurement Staff             | S_AHR_61016402 - Trip Receipts | 1     |
| Project Administration        | S_AHR_61016402 - Trip Receipts | 1     |
| Project Officer               | S_AHR_61016402 - Trip Receipts | 1     |
| Purchasing Manager            | S_AHR_61016402 - Trip Receipts | 1     |
| Purchasing Officer            | S_AHR_61016402 - Trip Receipts | 1     |
| QHSE System Compliance Ma     | S_AHR_61016402 - Trip Receipts | 1     |
| Risk Mgt. Compl. & Policy     | S_AHR_61016402 - Trip Receipts | 1     |
| Sambarata Mine Operation      | S_AHR_61016402 - Trip Receipts | 1     |
| Sambarata Port Supervisor     | S_AHR_61016402 - Trip Receipts | 1     |
| Secretary Officer             | S_AHR_61016402 - Trip Receipts | 1     |
| Security Manager              | S_AHR_61016402 - Trip Receipts | 1     |
| Shared Service Unit Gener     | S_AHR_61016402 - Trip Receipts | 1     |
| Shipment Admin Officer        | S_AHR_61016402 - Trip Receipts | 1     |
| Shipping Admin                | S_AHR_61016402 - Trip Receipts | 1     |
| Shipping Admin Officer        | S_AHR_61016402 - Trip Receipts | 1     |
| Shipping Administration Staff | S_AHR_61016402 - Trip Receipts | 1     |
| Shipping Legal                | S_AHR_61016402 - Trip Receipts | 1     |
| Shipping Manager              | S_AHR_61016402 - Trip Receipts | 1     |
| Suaran Port Supervisor        | S_AHR_61016402 - Trip Receipts | 1     |
| Supporting Infr. Dev. Sup     | S_AHR_61016402 - Trip Receipts | 1     |
| Tax Manager                   | S_AHR_61016402 - Trip Receipts | 1     |
| Technical Service Manager     | S_AHR_61016402 - Trip Receipts | 1     |
| Trade Finance Officer         | S_AHR_61016402 - Trip Receipts | 1     |
| Transhipment Supervisor       | S_AHR_61016402 - Trip Receipts | 1     |

| HR Position                    | Code Matrix  | Count |
|--------------------------------|--|-------|
| Transp. & Sales Adm. Gene      | S_AHR_61016402 - Trip Receipts                           | 1     |
| Transport & Shipment Mana      | S_AHR_61016402 - Trip Receipts                           | 1     |
| Transport Analyst              | S_AHR_61016402 - Trip Receipts                           | 1     |
| Travelling & Claim Admin       | S_AHR_61016402 - Trip Receipts                           | 1     |
| Treasury & Bangking Manag      | S_AHR_61016402 - Trip Receipts                           | 1     |
| Treasury Administration        | S_AHR_61016402 - Trip Receipts                           | 1     |
| Treasury General Manager       | S_AHR_61016402 - Trip Receipts                           | 1     |
| Accounting Manager             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Accounting Officer             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Administration Staff           | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| AP Control Manager             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| AR Control Manager             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Area 1 Marketing & S. man      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Area 2 Marketing & S. man      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Area 3 Marketing & S. man      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Bank & Trade Finance Mana      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Bank Rels. Officer & Cash      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Binungan Mine Operation A      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Budget & Control Supervis      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Budget Officer                 | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Business Analyst Manager       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Cash Management Administration | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Claim & Compensation Admi      | S_AHR_61016403 - Trip Receipts Without Gen. Trip Data    | 1     |
| Coal Handling Inf. Dev. &      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |

| HR Position                     | Code Matrix  | Count |
|---------------------------------|--|-------|
| ComDev Admin & Logistic         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Commuication & Relation Officer | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Community Rel Admin Suppo       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Corporate Affair Manager        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Corporate Affairs Officer       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Corporate Communication G       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Corporate Legal Manager         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Corporate Legal Senior Ma       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Corporate Support Senior        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Cost Estimator & Control        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Crewing Officer                 | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Default position                | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| EMS Area 1 Manager              | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Energy Management Serv. G       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Engineering Manager             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Environment Manager             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| ER & LM Admin Officer           | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| ER & OHSE Training Manage       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Executive Secretary             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| External Relation & Land        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Finance & Adm General Man       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Finance Admin                   | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Finance Analyst                 | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Finance Deputy Director         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Rep. & Analyst Ma | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Finance Reporting Officer | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Financial & Accounting Su | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Financial Control Departm | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Financial Reporting Manag | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Financial Reporting Offic | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Financial Reporting Senio | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Financial Reporting Super | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| GA Officer                | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| GA Supervisor             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Gen. Service & Logistic G | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| General Affair Manager    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Geology & Exploration Man | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Geology & Exploration Sup | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Geotechnic & Hydrology Ma | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| H.S.E General Manager     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| HR & GA Manager - JKT     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| HR Development Manager    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| HRGA General Manager      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| HSE General Admin         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Infrastructure Dev. Plan  | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Internal Audit            | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Internal Audit Manager    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| IR & Welfare Superintende | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| IT & MIS General Manager  | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| IT Manager                | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Land Acquisition & Manage | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Lati Mine Opertaion Manag | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Lati Port Supervisor      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Legal & Compliance Admin  | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Legal Officer             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Logistic Manager          | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Managerial Reporting Supe | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Marine Support Officer    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Marketing & Transp. Admin | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Marketing & transp. Direc | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Marketing & transp.Deputy | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Marketing Support Officer | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| MGM_REP                   | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Mgt Reporting & Budget Se | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Mine Closure Manager      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Mine Contract Management  | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Mine Dev & Geology Genera | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Mine Plan & Control Manag | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Mining General Manager    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| MIS Manager               | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| O.H.S. Manager            | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Operation Deputy Director | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Operation Director        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| P. Quality & D. Control M | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Payment & Bank Reconsile  | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Payroll Admin             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Planning & Design Eng.    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Port & Barging Opt. Manag | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Port Engineer             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| PQDC Officer              | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| President Director        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Procurement Officer       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Procurement Staff         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Project Administration    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Project Officer           | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Purchasing Manager        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Purchasing Officer        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| QHSE System Compliance Ma | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Risk Mgt. Compl. & Policy | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Sambarata Mine Operation  | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Sambarata Port Supervisor | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Secretary Officer         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Security Manager          | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Shared Service Unit Gener | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Shipment Admin Officer    | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Shipping Admin            | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |

| HR Position                   | Code Matrix  | Count |
|-------------------------------|--|-------|
| Shipping Admin Officer        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Shipping Administration Staff | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Shipping Legal                | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Shipping Manager              | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Suaran Port Supervisor        | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Supporting Infr. Dev. Sup     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Tax Manager                   | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Technical Service Manager     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Trade Finance Officer         | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Transhipment Supervisor       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Transp. & Sales Adm. Gene     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Transport & Shipment Mana     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Transport Analyst             | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Travelling & Claim Admin      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Treasury & Bangking Manag     | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Treasury Administration       | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Treasury General Manager      | S_AHR_61016403 - Trip Receipts<br>Without Gen. Trip Data | 1     |
| Claim & Compensation Admi     | S_AHR_61016404 - Cost Assignment for Trip                | 1     |
| Comp.Benefit HR Berau Off     | S_AHR_61016404 - Cost Assignment for Trip                | 1     |
| Comp.Benefit HR Berau Sup     | S_AHR_61016404 - Cost Assignment for Trip                | 1     |
| Compensation & Benefits A     | S_AHR_61016404 - Cost Assignment for Trip                | 1     |
| GA Staff JKT                  | S_AHR_61016404 - Cost Assignment for Trip                | 1     |
| HR & GA Manager - JKT         | S_AHR_61016404 - Cost Assignment for Trip                | 1     |
| HR System Support Officer     | S_AHR_61016404 - Cost Assignment for Trip                | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| HRGA General Manager      | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| IR & Welfare Superintende | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| Payment & Bank Reconsile  | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| Recruit & Assessment Offi | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| Support Administrator Off | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| Travelling & Claim Admin  | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| Welfare Admin Supervisor  | S_AHR_61016404 - Cost Assignment for Trip               | 1     |
| Claim & Compensation Admi | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Compensation & Benefits A | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| GA Staff JKT              | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| HR & GA Manager - JKT     | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| HR System Support Officer | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| HRGA General Manager      | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| IR & Welfare Superintende | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Payment & Bank Reconsile  | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Recruit & Assessment Offi | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Support Administrator Off | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Travelling & Claim Admin  | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Welfare Admin Supervisor  | S_AHR_61016405 - Trip<br>Framew.Data/Totals/Rcpts/Costs | 1     |
| Claim & Compensation Admi | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Compensation & Benefits A | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| GA Staff JKT              | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| HR & GA Manager - JKT     | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| HR System Support Officer | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| HRGA General Manager      | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| IR & Welfare Superintende | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Payment & Bank Reconsile  | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Recruit & Assessment Offi | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Support Administrator Off | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Travelling & Claim Admin  | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Welfare Admin Supervisor  | S_AHR_61016406 - Who is where?<br>Search for Trip Dest. | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| GA Staff JKT              | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| HR & GA Manager - JKT     | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| HR Development Manager    | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| HR System Support Officer | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| HRGA General Manager      | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| IR & Welfare Superintende | S_AHR_61016491 - Existing<br>Organizational Units       | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016492 - Staff Functions for Org. Unit          | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016492 - Staff Functions for Org. Unit          | 1     |
| GA Staff JKT              | S_AHR_61016492 - Staff Functions for Org. Unit          | 1     |
| HR & GA Manager - JKT     | S_AHR_61016492 - Staff Functions for Org. Unit          | 1     |
| HR System Support Officer | S_AHR_61016492 - Staff Functions for Org. Unit          | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Comp.Benefit Admin        | S_AHR_61016493 - Organizational<br>Structure   | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016493 - Organizational<br>Structure   | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016493 - Organizational<br>Structure   | 1     |
| GA Staff JKT              | S_AHR_61016493 - Organizational<br>Structure   | 1     |
| HR & GA Manager - JKT     | S_AHR_61016493 - Organizational Structure      | 1     |
| HR Development Manager    | S_AHR_61016493 - Organizational<br>Structure   | 1     |
| HR System Support Officer | S_AHR_61016493 - Organizational Structure      | 1     |
| HRGA General Manager      | S_AHR_61016493 - Organizational Structure      | 1     |
| IR & Welfare Superintende | S_AHR_61016493 - Organizational Structure      | 1     |
| Payroll Admin             | S_AHR_61016493 - Organizational Structure      | 1     |
| Payroll Officer           | S_AHR_61016493 - Organizational Structure      | 1     |
| Recruit & Assessment Offi | S_AHR_61016493 - Organizational Structure      | 1     |
| Recruitment Officer       | S_AHR_61016493 - Organizational Structure      | 1     |
| Comp.Benefit Admin        | S_AHR_61016494 - Org. Structure with Positions | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016494 - Org. Structure with Positions | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016494 - Org. Structure with Positions | 1     |
| GA Staff JKT              | S_AHR_61016494 - Org. Structure with Positions | 1     |
| HR & GA Manager - JKT     | S_AHR_61016494 - Org. Structure with Positions | 1     |
| HR Development Manager    | S_AHR_61016494 - Org. Structure with Positions | 1     |
| HR System Support Officer | S_AHR_61016494 - Org. Structure with Positions | 1     |
| HRGA General Manager      | S_AHR_61016494 - Org. Structure with Positions | 1     |
| IR & Welfare Superintende | S_AHR_61016494 - Org. Structure with Positions | 1     |
| Payroll Admin             | S_AHR_61016494 - Org. Structure with Positions | 1     |
| Payroll Officer           | S_AHR_61016494 - Org. Structure with Positions | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Recruit & Assessment Offi | S_AHR_61016494 - Org. Structure with Positions    | 1     |
| Recruitment Officer       | S_AHR_61016494 - Org. Structure with Positions    | 1     |
| Comp.Benefit Admin        | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| GA Staff JKT              | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| HR & GA Manager - JKT     | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| HR Development Manager    | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| HR System Support Officer | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| HRGA General Manager      | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| IR & Welfare Superintende | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Payroll Admin             | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Payroll Officer           | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Recruit & Assessment Offi | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Recruitment Officer       | S_AHR_61016495 - Org. Structure with Persons      | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016496 - Org. Structure with Work Centers | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016496 - Org. Structure with Work Centers | 1     |
| GA Staff JKT              | S_AHR_61016496 - Org. Structure with Work Centers | 1     |
| HR & GA Manager - JKT     | S_AHR_61016496 - Org. Structure with Work Centers | 1     |
| HR System Support Officer | S_AHR_61016496 - Org. Structure with Work Centers | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016497 - Existing Jobs                    | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016497 - Existing Jobs                    | 1     |
| GA Staff JKT              | S_AHR_61016497 - Existing Jobs                    | 1     |
| HR & GA Manager - JKT     | S_AHR_61016497 - Existing Jobs                    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| HR Development Manager    | S_AHR_61016497 - Existing Jobs                | 1     |
| HR System Support Officer | S_AHR_61016497 - Existing Jobs                | 1     |
| HRGA General Manager      | S_AHR_61016497 - Existing Jobs                | 1     |
| IR & Welfare Superintende | S_AHR_61016497 - Existing Jobs                | 1     |
| Recruit & Assessment Offi | S_AHR_61016497 - Existing Jobs                | 1     |
| Recruitment Officer       | S_AHR_61016497 - Existing Jobs                | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016498 - Job index                    | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016498 - Job index                    | 1     |
| GA Staff JKT              | S_AHR_61016498 - Job index                    | 1     |
| HR & GA Manager - JKT     | S_AHR_61016498 - Job index                    | 1     |
| HR System Support Officer | S_AHR_61016498 - Job index                    | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016499 - Job Description              | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016499 - Job Description              | 1     |
| GA Staff JKT              | S_AHR_61016499 - Job Description              | 1     |
| HR & GA Manager - JKT     | S_AHR_61016499 - Job Description              | 1     |
| HR System Support Officer | S_AHR_61016499 - Job Description              | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016500 - Task Description<br>for Jobs | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016500 - Task Description for Jobs    | 1     |
| GA Staff JKT              | S_AHR_61016500 - Task Description for Jobs    | 1     |
| HR & GA Manager - JKT     | S_AHR_61016500 - Task Description for Jobs    | 1     |
| HR System Support Officer | S_AHR_61016500 - Task Description for Jobs    | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016501 - Complete job description     | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016501 - Complete job description     | 1     |
| GA Staff JKT              | S_AHR_61016501 - Complete job description     | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| HR & GA Manager - JKT     | S_AHR_61016501 - Complete job description | 1     |
| HR System Support Officer | S_AHR_61016501 - Complete job description | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016502 - Existing Positions       | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016502 - Existing Positions       | 1     |
| GA Staff JKT              | S_AHR_61016502 - Existing Positions       | 1     |
| HR & GA Manager - JKT     | S_AHR_61016502 - Existing Positions       | 1     |
| HR Development Manager    | S_AHR_61016502 - Existing Positions       | 1     |
| HR System Support Officer | S_AHR_61016502 - Existing Positions       | 1     |
| HRGA General Manager      | S_AHR_61016502 - Existing Positions       | 1     |
| IR & Welfare Superintende | S_AHR_61016502 - Existing Positions       | 1     |
| Recruit & Assessment Offi | S_AHR_61016502 - Existing Positions       | 1     |
| Recruitment Officer       | S_AHR_61016502 - Existing Positions       | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016503 - Staff assignments        | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016503 - Staff assignments        | 1     |
| GA Staff JKT              | S_AHR_61016503 - Staff assignments        | 1     |
| HR & GA Manager - JKT     | S_AHR_61016503 - Staff assignments        | 1     |
| HR Development Manager    | S_AHR_61016503 - Staff assignments        | 1     |
| HR System Support Officer | S_AHR_61016503 - Staff assignments        | 1     |
| HRGA General Manager      | S_AHR_61016503 - Staff assignments        | 1     |
| IR & Welfare Superintende | S_AHR_61016503 - Staff assignments        | 1     |
| Recruit & Assessment Offi | S_AHR_61016503 - Staff assignments        | 1     |
| Recruitment Officer       | S_AHR_61016503 - Staff assignments        | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016504 - Position<br>Description  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016504 - Position<br>Description  | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| GA Staff JKT              | S_AHR_61016504 - Position<br>Description        | 1     |
| HR & GA Manager - JKT     | S_AHR_61016504 - Position<br>Description        | 1     |
| HR System Support Officer | S_AHR_61016504 - Position<br>Description        | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016505 - Task Description for Positions | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016505 - Task Description for Positions | 1     |
| GA Staff JKT              | S_AHR_61016505 - Task Description for Positions | 1     |
| HR & GA Manager - JKT     | S_AHR_61016505 - Task Description for Positions | 1     |
| HR System Support Officer | S_AHR_61016505 - Task Description for Positions | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016506 - Staff Functions for Positions  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016506 - Staff Functions for Positions  | 1     |
| GA Staff JKT              | S_AHR_61016506 - Staff Functions for Positions  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016506 - Staff Functions for Positions  | 1     |
| HR System Support Officer | S_AHR_61016506 - Staff Functions for Positions  | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016507 - Authorities and Resources      | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016507 - Authorities and Resources      | 1     |
| GA Staff JKT              | S_AHR_61016507 - Authorities and Resources      | 1     |
| HR & GA Manager - JKT     | S_AHR_61016507 - Authorities and Resources      | 1     |
| HR System Support Officer | S_AHR_61016507 - Authorities and Resources      | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016508 - Planned Labor<br>Costs         | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016508 - Planned Labor<br>Costs         | 1     |
| GA Staff JKT              | S_AHR_61016508 - Planned Labor<br>Costs         | 1     |
| HR & GA Manager - JKT     | S_AHR_61016508 - Planned Labor<br>Costs         | 1     |
| HR System Support Officer | S_AHR_61016508 - Planned Labor<br>Costs         | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016509 - Vacant/Obsolete Positions      | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Comp.Benefit HR Berau Sup | S_AHR_61016509 - Vacant/Obsolete<br>Positions        | 1     |
| GA Staff JKT              | S_AHR_61016509 - Vacant/Obsolete<br>Positions        | 1     |
| HR & GA Manager - JKT     | S_AHR_61016509 - Vacant/Obsolete<br>Positions        | 1     |
| HR Development Manager    | S_AHR_61016509 - Vacant/Obsolete Positions           | 1     |
| HR System Support Officer | S_AHR_61016509 - Vacant/Obsolete Positions           | 1     |
| HRGA General Manager      | S_AHR_61016509 - Vacant/Obsolete Positions           | 1     |
| IR & Welfare Superintende | S_AHR_61016509 - Vacant/Obsolete<br>Positions        | 1     |
| Recruit & Assessment Offi | S_AHR_61016509 - Vacant/Obsolete Positions           | 1     |
| Recruitment Officer       | S_AHR_61016509 - Vacant/Obsolete Positions           | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016510 - Correct Vacancies                   | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016510 - Correct Vacancies                   | 1     |
| GA Staff JKT              | S_AHR_61016510 - Correct Vacancies                   | 1     |
| HR & GA Manager - JKT     | S_AHR_61016510 - Correct Vacancies                   | 1     |
| HR System Support Officer | S_AHR_61016510 - Correct Vacancies                   | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016511 - Complete Position<br>Description    | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016511 - Complete Position<br>Description    | 1     |
| GA Staff JKT              | S_AHR_61016511 - Complete Position<br>Description    | 1     |
| HR & GA Manager - JKT     | S_AHR_61016511 - Complete Position<br>Description    | 1     |
| HR System Support Officer | S_AHR_61016511 - Complete Position<br>Description    | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016512 - Report Structure<br>Without Persons | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016512 - Report Structure<br>Without Persons | 1     |
| GA Staff JKT              | S_AHR_61016512 - Report Structure<br>Without Persons | 1     |
| HR & GA Manager - JKT     | S_AHR_61016512 - Report Structure<br>Without Persons | 1     |
| HR System Support Officer | S_AHR_61016512 - Report Structure<br>Without Persons | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Comp.Benefit HR Berau Off | S_AHR_61016513 - Report Structure with Persons           | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016513 - Report Structure with Persons           | 1     |
| GA Staff JKT              | S_AHR_61016513 - Report Structure with Persons           | 1     |
| HR & GA Manager - JKT     | S_AHR_61016513 - Report Structure with Persons           | 1     |
| HR System Support Officer | S_AHR_61016513 - Report Structure with Persons           | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016514 - Existing Work Centers                   | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016514 - Existing Work Centers                   | 1     |
| GA Staff JKT              | S_AHR_61016514 - Existing Work Centers                   | 1     |
| HR & GA Manager - JKT     | S_AHR_61016514 - Existing Work Centers                   | 1     |
| HR System Support Officer | S_AHR_61016514 - Existing Work Centers                   | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016515 - Work Centers per<br>Organizational Unit | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016515 - Work Centers per<br>Organizational Unit | 1     |
| GA Staff JKT              | S_AHR_61016515 - Work Centers per<br>Organizational Unit | 1     |
| HR & GA Manager - JKT     | S_AHR_61016515 - Work Centers per<br>Organizational Unit | 1     |
| HR System Support Officer | S_AHR_61016515 - Work Centers per<br>Organizational Unit | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016516 - Authorities and Resources               | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016516 - Authorities and Resources               | 1     |
| GA Staff JKT              | S_AHR_61016516 - Authorities and Resources               | 1     |
| HR & GA Manager - JKT     | S_AHR_61016516 - Authorities and Resources               | 1     |
| HR System Support Officer | S_AHR_61016516 - Authorities and Resources               | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016517 - Planned Labor<br>Costs                  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016517 - Planned Labor<br>Costs                  | 1     |
| GA Staff JKT              | S_AHR_61016517 - Planned Labor<br>Costs                  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016517 - Planned Labor<br>Costs                  | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| HR System Support Officer | S_AHR_61016517 - Planned Labor<br>Costs                  | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016518 - Work Ctrs with Restrictions in Org.S    | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016518 - Work Ctrs with Restrictions in Org.S    | 1     |
| GA Staff JKT              | S_AHR_61016518 - Work Ctrs with Restrictions in Org.S    | 1     |
| HR & GA Manager - JKT     | S_AHR_61016518 - Work Ctrs with Restrictions in Org.S    | 1     |
| HR System Support Officer | S_AHR_61016518 - Work Ctrs with Restrictions in Org.S    | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016519 - Single Work<br>Centers w. Restrictions  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016519 - Single Work<br>Centers w. Restrictions  | 1     |
| GA Staff JKT              | S_AHR_61016519 - Single Work<br>Centers w. Restrictions  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016519 - Single Work<br>Centers w. Restrictions  | 1     |
| HR System Support Officer | S_AHR_61016519 - Single Work<br>Centers w. Restrictions  | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016520 - Work Centers<br>Requiring Health Exam.  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016520 - Work Centers<br>Requiring Health Exam.  | 1     |
| GA Staff JKT              | S_AHR_61016520 - Work Centers<br>Requiring Health Exam.  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016520 - Work Centers<br>Requiring Health Exam.  | 1     |
| HR System Support Officer | S_AHR_61016520 - Work Centers<br>Requiring Health Exam.  | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016521 - Single Work<br>Centers Req. Health Exam | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016521 - Single Work<br>Centers Req. Health Exam | 1     |
| GA Staff JKT              | S_AHR_61016521 - Single Work<br>Centers Req. Health Exam | 1     |
| HR & GA Manager - JKT     | S_AHR_61016521 - Single Work<br>Centers Req. Health Exam | 1     |
| HR System Support Officer | S_AHR_61016521 - Single Work<br>Centers Req. Health Exam | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016522 - Existing Tasks                          | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016522 - Existing Tasks                          | 1     |
| GA Staff JKT              | S_AHR_61016522 - Existing Tasks                          | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| HR & GA Manager - JKT     | S_AHR_61016522 - Existing Tasks                       | 1     |
| HR System Support Officer | S_AHR_61016522 - Existing Tasks                       | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016523 - Activity Profile for Positions Along | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016523 - Activity Profile for Positions Along | 1     |
| GA Staff JKT              | S_AHR_61016523 - Activity Profile for Positions Along | 1     |
| HR & GA Manager - JKT     | S_AHR_61016523 - Activity Profile for Positions Along | 1     |
| HR System Support Officer | S_AHR_61016523 - Activity Profile for Positions Along | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016524 - Activity Profile of Positions with P | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016524 - Activity Profile of Positions with P | 1     |
| GA Staff JKT              | S_AHR_61016524 - Activity Profile of Positions with P | 1     |
| HR & GA Manager - JKT     | S_AHR_61016524 - Activity Profile of Positions with P | 1     |
| HR System Support Officer | S_AHR_61016524 - Activity Profile of Positions with P | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016525 - Character of Tasks in Organizational | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016525 - Character of Tasks in Organizational | 1     |
| GA Staff JKT              | S_AHR_61016525 - Character of Tasks in Organizational | 1     |
| HR & GA Manager - JKT     | S_AHR_61016525 - Character of Tasks in Organizational | 1     |
| HR System Support Officer | S_AHR_61016525 - Character of Tasks in Organizational | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016526 - Character of Individual Tasks        | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016526 - Character of Individual Tasks        | 1     |
| GA Staff JKT              | S_AHR_61016526 - Character of Individual Tasks        | 1     |
| HR & GA Manager - JKT     | S_AHR_61016526 - Character of Individual Tasks        | 1     |
| HR System Support Officer | S_AHR_61016526 - Character of Individual Tasks        | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016527 - Existing Objects                     | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016527 - Existing Objects                     | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| GA Staff JKT              | S_AHR_61016527 - Existing Objects                   | 1     |
| HR & GA Manager - JKT     | S_AHR_61016527 - Existing Objects                   | 1     |
| HR System Support Officer | S_AHR_61016527 - Existing Objects                   | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016528 - Structure<br>Display/Maintenance   | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016528 - Structure<br>Display/Maintenance   | 1     |
| GA Staff JKT              | S_AHR_61016528 - Structure<br>Display/Maintenance   | 1     |
| HR & GA Manager - JKT     | S_AHR_61016528 - Structure<br>Display/Maintenance   | 1     |
| HR System Support Officer | S_AHR_61016528 - Structure<br>Display/Maintenance   | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016529 - Structure<br>Navigation Instrument | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016529 - Structure<br>Navigation Instrument | 1     |
| GA Staff JKT              | S_AHR_61016529 - Structure<br>Navigation Instrument | 1     |
| HR & GA Manager - JKT     | S_AHR_61016529 - Structure<br>Navigation Instrument | 1     |
| HR System Support Officer | S_AHR_61016529 - Structure<br>Navigation Instrument | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016530 - PD Graphics<br>Interface           | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016530 - PD Graphics<br>Interface           | 1     |
| GA Staff JKT              | S_AHR_61016530 - PD Graphics<br>Interface           | 1     |
| HR & GA Manager - JKT     | S_AHR_61016530 - PD Graphics<br>Interface           | 1     |
| HR System Support Officer | S_AHR_61016530 - PD Graphics<br>Interface           | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016531 - Display and<br>Maintain Infotypes  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016531 - Display and<br>Maintain Infotypes  | 1     |
| GA Staff JKT              | S_AHR_61016531 - Display and<br>Maintain Infotypes  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016531 - Display and<br>Maintain Infotypes  | 1     |
| HR System Support Officer | S_AHR_61016531 - Display and<br>Maintain Infotypes  | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016532 - Infotype Reporting                 | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Comp.Benefit HR Berau Sup | S_AHR_61016532 - Infotype Reporting       | 1     |
| GA Staff JKT              | S_AHR_61016532 - Infotype Reporting       | 1     |
| HR & GA Manager - JKT     | S_AHR_61016532 - Infotype Reporting       | 1     |
| HR System Support Officer | S_AHR_61016532 - Infotype Reporting       | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61016533 - Start Payroll<br>Report  | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61016533 - Start Payroll<br>Report  | 1     |
| GA Staff JKT              | S_AHR_61016533 - Start Payroll<br>Report  | 1     |
| HR & GA Manager - JKT     | S_AHR_61016533 - Start Payroll<br>Report  | 1     |
| HR System Support Officer | S_AHR_61016533 - Start Payroll<br>Report  | 1     |
| Claim & Compensation Admi | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Compensation & Benefits A | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| GA Staff JKT              | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| HR & GA Manager - JKT     | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| HR System Support Officer | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| HRGA General Manager      | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| IR & Welfare Superintende | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Payment & Bank Reconsile  | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Recruit & Assessment Offi | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Support Administrator Off | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Travelling & Claim Admin  | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Welfare Admin Supervisor  | S_AHR_61018613 - Cost Assignment for Trip | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61018831 - Obsolete positions       | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Comp.Benefit HR Berau Sup | S_AHR_61018831 - Obsolete positions                   | 1     |
| GA Staff JKT              | S_AHR_61018831 - Obsolete positions                   | 1     |
| HR & GA Manager - JKT     | S_AHR_61018831 - Obsolete positions                   | 1     |
| HR System Support Officer | S_AHR_61018831 - Obsolete positions                   | 1     |
| Comp.Benefit HR Berau Off | S_AHR_61018869 - Periods of unoccupied positions      | 1     |
| Comp.Benefit HR Berau Sup | S_AHR_61018869 - Periods of unoccupied positions      | 1     |
| GA Staff JKT              | S_AHR_61018869 - Periods of unoccupied positions      | 1     |
| HR & GA Manager - JKT     | S_AHR_61018869 - Periods of unoccupied positions      | 1     |
| HR System Support Officer | S_AHR_61018869 - Periods of unoccupied positions      | 1     |
| External Auditor          | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| Finance Reporting Officer | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| Financial Reporting Manag | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| Financial Reporting Offic | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| Financial Reporting Senio | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| Internal Auditor          | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| SAP Support               | S_AL0_19000078 - Consistency Check:<br>Bill.Docs - FI | 1     |
| External Auditor          | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| Finance Reporting Officer | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| Financial Reporting Manag | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| Financial Reporting Offic | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| Financial Reporting Senio | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| Internal Auditor          | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| SAP Support               | S_AL0_96000020 - IMG Activity:<br>CMMENUORFA_MITKO1   | 1     |
| External Auditor          | S_AL0_96000619 - Audit Information<br>System (AIS)    | 1     |

| HR Position                    | Code Matrix  | Count |
|--------------------------------|--|-------|
| Finance Reporting Officer      | S_AL0_96000619 - Audit Information<br>System (AIS) | 1     |
| Financial Reporting Manag      | S_AL0_96000619 - Audit Information<br>System (AIS) | 1     |
| Financial Reporting Offic      | S_AL0_96000619 - Audit Information<br>System (AIS) | 1     |
| Financial Reporting Senio      | S_AL0_96000619 - Audit Information<br>System (AIS) | 1     |
| Internal Auditor               | S_AL0_96000619 - Audit Information<br>System (AIS) | 1     |
| SAP Support                    | S_AL0_96000619 - Audit Information<br>System (AIS) | 1     |
| Accounting Officer             | S_ALN_01001144 - Overview - Positions              | 1     |
| Bank & Trade Finance Mana      | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Bank Rels. Officer & Cash      | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Cash Management Administration | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Cash Management Officer        | S_ALN_01001144 - Overview - Positions              | 1     |
| Finance & Adm General Man      | S_ALN_01001144 - Overview - Positions              | 1     |
| Finance Admin                  | S_ALN_01001144 - Overview - Positions              | 1     |
| Financial & Accounting Su      | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Financial Control Departm      | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Trade Finance Admin.           | S_ALN_01001144 - Overview - Positions              | 1     |
| Trade Finance Officer          | S_ALN_01001144 - Overview - Positions              | 1     |
| Treasury & Bangking Manag      | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Treasury Administration        | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Treasury General Manager       | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Treasury Settlement Offic      | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Treasury Superintendent        | S_ALN_01001144 - Overview -<br>Positions           | 1     |
| Accounting Officer             | S_ALN_01001151 - Overview -<br>Accounting          | 1     |
| Bank & Trade Finance Mana      | S_ALN_01001151 - Overview -<br>Accounting          | 1     |

| HR Position                    | Code Matrix                               | Count |
|--------------------------------|---|-------|
| Bank Rels. Officer & Cash      | S_ALN_01001151 - Overview -<br>Accounting | 1     |
| Cash Management Administration | S_ALN_01001151 - Overview - Accounting    | 1     |
| Cash Management Officer        | S_ALN_01001151 - Overview -<br>Accounting | 1     |
| Finance & Adm General Man      | S_ALN_01001151 - Overview -<br>Accounting | 1     |
| Finance Admin                  | S_ALN_01001151 - Overview - Accounting    | 1     |
| Financial & Accounting Su      | S_ALN_01001151 - Overview -<br>Accounting | 1     |
| Financial Control Departm      | S_ALN_01001151 - Overview -<br>Accounting | 1     |
| Trade Finance Admin.           | S_ALN_01001151 - Overview - Accounting    | 1     |
| Trade Finance Officer          | S_ALN_01001151 - Overview - Accounting    | 1     |
| Treasury & Bangking Manag      | S_ALN_01001151 - Overview - Accounting    | 1     |
| Treasury Administration        | S_ALN_01001151 - Overview - Accounting    | 1     |
| Treasury General Manager       | S_ALN_01001151 - Overview - Accounting    | 1     |
| Treasury Settlement Offic      | S_ALN_01001151 - Overview - Accounting    | 1     |
| Treasury Superintendent        | S_ALN_01001151 - Overview - Accounting    | 1     |
| Accounting Officer             | S_ALN_01001159 - Revenues                 | 1     |
| Bank & Trade Finance Mana      | S_ALN_01001159 - Revenues                 | 1     |
| Bank Rels. Officer & Cash      | S_ALN_01001159 - Revenues                 | 1     |
| Cash Management Administration | S_ALN_01001159 - Revenues                 | 1     |
| Cash Management Officer        | S_ALN_01001159 - Revenues                 | 1     |
| Finance & Adm General Man      | S_ALN_01001159 - Revenues                 | 1     |
| Finance Admin                  | S_ALN_01001159 - Revenues                 | 1     |
| Financial & Accounting Su      | S_ALN_01001159 - Revenues                 | 1     |
| Financial Control Departm      | S_ALN_01001159 - Revenues                 | 1     |
| Trade Finance Admin.           | S_ALN_01001159 - Revenues                 | 1     |

| HR Position                    | Code Matrix   | Count |
|--------------------------------|---|-------|
| Trade Finance Officer          | S_ALN_01001159 - Revenues                           | 1     |
| Treasury & Bangking Manag      | S_ALN_01001159 - Revenues                           | 1     |
| Treasury Administration        | S_ALN_01001159 - Revenues                           | 1     |
| Treasury General Manager       | S_ALN_01001159 - Revenues                           | 1     |
| Treasury Settlement Offic      | S_ALN_01001159 - Revenues                           | 1     |
| Treasury Superintendent        | S_ALN_01001159 - Revenues                           | 1     |
| Accounting Officer             | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Bank & Trade Finance Mana      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Cash Management Administration | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Cash Management Officer        | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Finance & Adm General Man      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Finance Admin                  | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Financial & Accounting Su      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Financial Control Departm      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Trade Finance Admin.           | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Trade Finance Officer          | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Treasury & Bangking Manag      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Treasury Administration        | S_ALR_87008539 - IMG Activity:<br>SWAP RATE INPUT   | 1     |
| Treasury General Manager       | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Treasury Settlement Offic      | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Treasury Superintendent        | S_ALR_87008539 - IMG Activity:<br>SWAP_RATE_INPUT   | 1     |
| Accounting Officer             | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| AP Control Manager             | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Budget & Control Supervis | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Budget Officer            | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Finance & Adm General Man | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Finance Admin             | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Finance Reporting Officer | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Financial & Accounting Su | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Financial Control Departm | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Financial Reporting Manag | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Financial Reporting Offic | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Financial Reporting Super | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Managerial Reporting Supe | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| MGM_REP                   | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| Mgt Reporting & Budget Se | S_ALR_87009712 - Profit Center: Area list plan/act. | 1     |
| External Auditor          | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| Finance Reporting Officer | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| Financial Reporting Manag | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| Financial Reporting Offic | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| Financial Reporting Senio | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| Internal Auditor          | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| SAP Support               | S_ALR_87009722 - P/A Comp. of Profit Center Group   | 1     |
| External Auditor          | S_ALR_87009746 - EC-PCA: Drilldown Receivables      | 1     |
| Finance Reporting Officer | S_ALR_87009746 - EC-PCA: Drilldown Receivables      | 1     |
| Financial Reporting Manag | S_ALR_87009746 - EC-PCA: Drilldown Receivables      | 1     |
| Financial Reporting Offic | S_ALR_87009746 - EC-PCA: Drilldown Receivables      | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87009746 - EC-PCA: Drilldown<br>Receivables     | 1     |
| Internal Auditor          | S_ALR_87009746 - EC-PCA: Drilldown<br>Receivables     | 1     |
| SAP Support               | S_ALR_87009746 - EC-PCA: Drilldown<br>Receivables     | 1     |
| External Auditor          | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| Finance Reporting Officer | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| Financial Reporting Manag | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| Financial Reporting Offic | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| Financial Reporting Senio | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| Internal Auditor          | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| SAP Support               | S_ALR_87009747 - EC-PCA: Drilldown Payables           | 1     |
| External Auditor          | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| Finance Reporting Officer | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Manag | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Offic | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Senio | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| Internal Auditor          | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| SAP Support               | S_ALR_87009787 - Actual/Actual<br>Comparison for Year | 1     |
| External Auditor          | S_ALR_87009847 - Cash Journal                         | 1     |
| Finance Reporting Officer | S_ALR_87009847 - Cash Journal                         | 1     |
| Financial Reporting Manag | S_ALR_87009847 - Cash Journal                         | 1     |
| Financial Reporting Offic | S_ALR_87009847 - Cash Journal                         | 1     |
| Financial Reporting Senio | S_ALR_87009847 - Cash Journal                         | 1     |
| Internal Auditor          | S_ALR_87009847 - Cash Journal                         | 1     |
| SAP Support               | S_ALR_87009847 - Cash Journal                         | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| External Auditor          | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| Finance Reporting Officer | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| Financial Reporting Manag | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| Financial Reporting Offic | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| Financial Reporting Senio | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| Internal Auditor          | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| SAP Support               | S_ALR_87009945 - Accounts Rec.<br>Information System   | 1     |
| External Auditor          | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| Finance Reporting Officer | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| Financial Reporting Manag | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| Financial Reporting Offic | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| Financial Reporting Senio | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| Internal Auditor          | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| SAP Support               | S_ALR_87009946 - Due Date Analysis for Open Items      | 1     |
| External Auditor          | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| Finance Reporting Officer | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| Financial Reporting Manag | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| Financial Reporting Offic | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| Financial Reporting Senio | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| Internal Auditor          | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| SAP Support               | S_ALR_87009947 - Transaction Figures: Account Balance  | 1     |
| External Auditor          | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |
| Finance Reporting Officer | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |
| Financial Reporting Manag | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |
| Financial Reporting Senio | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |
| Internal Auditor          | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |
| SAP Support               | S_ALR_87009948 - Transaction<br>Figures: Special Sales | 1     |
| External Auditor          | S_ALR_87009949 - Transaction Figures: Sales            | 1     |
| Finance Reporting Officer | S_ALR_87009949 - Transaction Figures: Sales            | 1     |
| Financial Reporting Manag | S_ALR_87009949 - Transaction Figures: Sales            | 1     |
| Financial Reporting Offic | S_ALR_87009949 - Transaction<br>Figures: Sales         | 1     |
| Financial Reporting Senio | S_ALR_87009949 - Transaction<br>Figures: Sales         | 1     |
| Internal Auditor          | S_ALR_87009949 - Transaction Figures: Sales            | 1     |
| SAP Support               | S_ALR_87009949 - Transaction Figures: Sales            | 1     |
| SAP Support               | S_ALR_87009957 - Customer List                         | 1     |
| External Auditor          | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| Finance Reporting Officer | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| Financial Reporting Manag | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| Financial Reporting Offic | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| Financial Reporting Senio | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| Internal Auditor          | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| SAP Support               | S_ALR_87010027 - Vendor Information<br>System          | 1     |
| External Auditor          | S_ALR_87010028 - Due Date Analysis for Open Items      | 1     |
| Finance Reporting Officer | S_ALR_87010028 - Due Date Analysis for Open Items      | 1     |
| Financial Reporting Manag | S_ALR_87010028 - Due Date Analysis for Open Items      | 1     |
| Financial Reporting Offic | S_ALR_87010028 - Due Date Analysis for Open Items      | 1     |
| Financial Reporting Senio | S_ALR_87010028 - Due Date Analysis for Open Items      | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87010028 - Due Date Analysis for Open Items        | 1     |
| SAP Support               | S_ALR_87010028 - Due Date Analysis for Open Items        | 1     |
| External Auditor          | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| Finance Reporting Officer | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| Financial Reporting Manag | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| Financial Reporting Offic | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| Financial Reporting Senio | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| Internal Auditor          | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| SAP Support               | S_ALR_87010029 - Transaction<br>Figures: Account Balance | 1     |
| External Auditor          | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| Finance Reporting Officer | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| Financial Reporting Manag | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| Financial Reporting Offic | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| Financial Reporting Senio | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| Internal Auditor          | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| SAP Support               | S_ALR_87010030 - Transaction<br>Figures: Special Sales   | 1     |
| External Auditor          | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| Finance Reporting Officer | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| Financial Reporting Manag | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| Financial Reporting Offic | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| Financial Reporting Senio | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| Internal Auditor          | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| SAP Support               | S_ALR_87010031 - Transaction<br>Figures: Sales           | 1     |
| Asset Officer             | S_ALR_87010125 - Sample for Address<br>Data for Asset    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Building & General Asset  | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Contract & Doc. Control O | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| External Auditor          | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Finance Reporting Officer | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Financial Reporting Manag | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Financial Reporting Offic | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Financial Reporting Senio | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Internal Auditor          | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| SAP Support               | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87010125 - Sample for Address<br>Data for Asset | 1     |
| Asset Officer             | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Building & General Asset  | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Contract & Doc. Control O | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| External Auditor          | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Finance Reporting Officer | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Financial Reporting Manag | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Financial Reporting Offic | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Financial Reporting Senio | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Internal Auditor          | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| SAP Support               | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87010127 - Real Estate and Similar Rights       | 1     |
| Asset Officer             | S_ALR_87010129 - Vehicles                             | 1     |
| Building & General Asset  | S_ALR_87010129 - Vehicles                             | 1     |
| Contract & Doc. Control O | S_ALR_87010129 - Vehicles                             | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| External Auditor          | S_ALR_87010129 - Vehicles                            | 1     |
| Finance Reporting Officer | S_ALR_87010129 - Vehicles                            | 1     |
| Financial Reporting Manag | S_ALR_87010129 - Vehicles                            | 1     |
| Financial Reporting Offic | S_ALR_87010129 - Vehicles                            | 1     |
| Financial Reporting Senio | S_ALR_87010129 - Vehicles                            | 1     |
| Internal Auditor          | S_ALR_87010129 - Vehicles                            | 1     |
| SAP Support               | S_ALR_87010129 - Vehicles                            | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87010129 - Vehicles                            | 1     |
| External Auditor          | S_ALR_87010137 - Bar Codes                           | 1     |
| Finance Reporting Officer | S_ALR_87010137 - Bar Codes                           | 1     |
| Financial Reporting Manag | S_ALR_87010137 - Bar Codes                           | 1     |
| Financial Reporting Offic | S_ALR_87010137 - Bar Codes                           | 1     |
| Financial Reporting Senio | S_ALR_87010137 - Bar Codes                           | 1     |
| Internal Auditor          | S_ALR_87010137 - Bar Codes                           | 1     |
| SAP Support               | S_ALR_87010137 - Bar Codes                           | 1     |
| External Auditor          | S_ALR_87010139 - Leasing                             | 1     |
| Finance Reporting Officer | S_ALR_87010139 - Leasing                             | 1     |
| Financial Reporting Manag | S_ALR_87010139 - Leasing                             | 1     |
| Financial Reporting Offic | S_ALR_87010139 - Leasing                             | 1     |
| Financial Reporting Senio | S_ALR_87010139 - Leasing                             | 1     |
| Internal Auditor          | S_ALR_87010139 - Leasing                             | 1     |
| SAP Support               | S_ALR_87010139 - Leasing                             | 1     |
| External Auditor          | S_ALR_87010141 - Liabilities from Leasing Agreements | 1     |
| Finance Reporting Officer | S_ALR_87010141 - Liabilities from Leasing Agreements | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87010141 - Liabilities from Leasing Agreements    | 1     |
| Financial Reporting Offic | S_ALR_87010141 - Liabilities from Leasing Agreements    | 1     |
| Financial Reporting Senio | S_ALR_87010141 - Liabilities from Leasing Agreements    | 1     |
| Internal Auditor          | S_ALR_87010141 - Liabilities from<br>Leasing Agreements | 1     |
| SAP Support               | S_ALR_87010141 - Liabilities from<br>Leasing Agreements | 1     |
| Asset Officer             | S_ALR_87010173 - Revaluation                            | 1     |
| Building & General Asset  | S_ALR_87010173 - Revaluation                            | 1     |
| Contract & Doc. Control O | S_ALR_87010173 - Revaluation                            | 1     |
| External Auditor          | S_ALR_87010173 - Revaluation                            | 1     |
| Finance Reporting Officer | S_ALR_87010173 - Revaluation                            | 1     |
| Financial Reporting Manag | S_ALR_87010173 - Revaluation                            | 1     |
| Financial Reporting Offic | S_ALR_87010173 - Revaluation                            | 1     |
| Financial Reporting Senio | S_ALR_87010173 - Revaluation                            | 1     |
| Internal Auditor          | S_ALR_87010173 - Revaluation                            | 1     |
| SAP Support               | S_ALR_87010173 - Revaluation                            | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87010173 - Revaluation                            | 1     |
| External Auditor          | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| Finance Reporting Officer | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| Financial Reporting Manag | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| Financial Reporting Offic | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| Financial Reporting Senio | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| Internal Auditor          | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| SAP Support               | S_ALR_87010175 - Depreciation<br>Posted to Cost Center  | 1     |
| Accounting Administrator  | S_ALR_87011963 - Asset Balances                         | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Accounting Manager        | S_ALR_87011963 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011963 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011963 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011963 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011963 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011963 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011963 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011963 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011963 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011963 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011963 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011963 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011963 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011963 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011963 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011963 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011963 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011963 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011963 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011963 - Asset Balances | 1     |
| Internal Auditor          | S_ALR_87011963 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011963 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011963 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011963 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| President Director        | S_ALR_87011963 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011963 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011963 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011964 - Asset Balances | 1     |
| Accounting Manager        | S_ALR_87011964 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011964 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011964 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011964 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011964 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011964 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011964 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011964 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011964 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011964 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011964 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011964 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011964 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011964 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011964 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011964 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011964 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011964 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011964 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011964 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Internal Auditor          | S_ALR_87011964 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011964 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011964 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011964 - Asset Balances | 1     |
| President Director        | S_ALR_87011964 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011964 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011964 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011965 - Asset Balances | 1     |
| Accounting Manager        | S_ALR_87011965 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011965 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011965 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011965 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011965 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011965 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011965 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011965 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011965 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011965 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011965 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011965 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011965 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011965 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011965 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011965 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Financial Reporting Offic | S_ALR_87011965 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011965 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011965 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011965 - Asset Balances | 1     |
| Internal Auditor          | S_ALR_87011965 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011965 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011965 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011965 - Asset Balances | 1     |
| President Director        | S_ALR_87011965 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011965 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011965 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011966 - Asset Balances | 1     |
| Accounting Manager        | S_ALR_87011966 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011966 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011966 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011966 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011966 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011966 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011966 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011966 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011966 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011966 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011966 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011966 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Finance Reporting Officer | S_ALR_87011966 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011966 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011966 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011966 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011966 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011966 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011966 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011966 - Asset Balances | 1     |
| Internal Auditor          | S_ALR_87011966 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011966 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011966 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011966 - Asset Balances | 1     |
| President Director        | S_ALR_87011966 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011966 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011966 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011967 - Asset Balances | 1     |
| Accounting Manager        | S_ALR_87011967 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011967 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011967 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011967 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011967 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011967 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011967 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011967 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| External Auditor          | S_ALR_87011967 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011967 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011967 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011967 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011967 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011967 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011967 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011967 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011967 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011967 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011967 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011967 - Asset Balances | 1     |
| Internal Auditor          | S_ALR_87011967 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011967 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011967 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011967 - Asset Balances | 1     |
| President Director        | S_ALR_87011967 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011967 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011967 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011968 - Asset Balances | 1     |
| Accounting Manager        | S_ALR_87011968 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011968 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011968 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011968 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Budget & Control Supervis | S_ALR_87011968 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011968 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011968 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011968 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011968 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011968 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011968 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011968 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011968 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011968 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011968 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011968 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011968 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011968 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011968 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011968 - Asset Balances | 1     |
| Internal Auditor          | S_ALR_87011968 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011968 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011968 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011968 - Asset Balances | 1     |
| President Director        | S_ALR_87011968 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011968 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011968 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011969 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Accounting Manager        | S_ALR_87011969 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011969 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011969 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011969 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011969 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011969 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011969 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011969 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011969 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011969 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011969 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011969 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011969 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011969 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011969 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011969 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011969 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011969 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011969 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011969 - Asset Balances | 1     |
| Internal Auditor          | S_ALR_87011969 - Asset Balances | 1     |
| Managerial Reporting Supe | S_ALR_87011969 - Asset Balances | 1     |
| MGM_REP                   | S_ALR_87011969 - Asset Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011969 - Asset Balances | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| President Director        | S_ALR_87011969 - Asset Balances | 1     |
| SAP Support               | S_ALR_87011969 - Asset Balances | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011969 - Asset Balances | 1     |
| Accounting Administrator  | S_ALR_87011970 - Asset Balances | 1     |
| Accounting Manager        | S_ALR_87011970 - Asset Balances | 1     |
| Accounting Officer        | S_ALR_87011970 - Asset Balances | 1     |
| AP & AR Control Superviso | S_ALR_87011970 - Asset Balances | 1     |
| Asset Officer             | S_ALR_87011970 - Asset Balances | 1     |
| Budget & Control Supervis | S_ALR_87011970 - Asset Balances | 1     |
| Budget Officer            | S_ALR_87011970 - Asset Balances | 1     |
| Building & General Asset  | S_ALR_87011970 - Asset Balances | 1     |
| Contract & Doc. Control O | S_ALR_87011970 - Asset Balances | 1     |
| External Auditor          | S_ALR_87011970 - Asset Balances | 1     |
| Finance & Adm General Man | S_ALR_87011970 - Asset Balances | 1     |
| Finance Admin             | S_ALR_87011970 - Asset Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87011970 - Asset Balances | 1     |
| Finance Reporting Officer | S_ALR_87011970 - Asset Balances | 1     |
| Financial & Accounting Su | S_ALR_87011970 - Asset Balances | 1     |
| Financial Control Departm | S_ALR_87011970 - Asset Balances | 1     |
| Financial Reporting Manag | S_ALR_87011970 - Asset Balances | 1     |
| Financial Reporting Offic | S_ALR_87011970 - Asset Balances | 1     |
| Financial Reporting Senio | S_ALR_87011970 - Asset Balances | 1     |
| Financial Reporting Super | S_ALR_87011970 - Asset Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87011970 - Asset Balances | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87011970 - Asset Balances                  | 1     |
| Managerial Reporting Supe | S_ALR_87011970 - Asset Balances                  | 1     |
| MGM_REP                   | S_ALR_87011970 - Asset Balances                  | 1     |
| Mgt Reporting & Budget Se | S_ALR_87011970 - Asset Balances                  | 1     |
| President Director        | S_ALR_87011970 - Asset Balances                  | 1     |
| SAP Support               | S_ALR_87011970 - Asset Balances                  | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011970 - Asset Balances                  | 1     |
| Asset Officer             | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Building & General Asset  | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Contract & Doc. Control O | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| External Auditor          | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Finance Reporting Officer | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Financial Reporting Manag | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Financial Reporting Offic | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Financial Reporting Senio | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Internal Auditor          | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| SAP Support               | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011978 - Asset Balances for Group Assets | 1     |
| Asset Officer             | S_ALR_87011979 - Physical Inventory<br>List      | 1     |
| Building & General Asset  | S_ALR_87011979 - Physical Inventory<br>List      | 1     |
| Contract & Doc. Control O | S_ALR_87011979 - Physical Inventory<br>List      | 1     |
| External Auditor          | S_ALR_87011979 - Physical Inventory<br>List      | 1     |
| Finance Reporting Officer | S_ALR_87011979 - Physical Inventory<br>List      | 1     |
| Financial Reporting Manag | S_ALR_87011979 - Physical Inventory<br>List      | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_ALR_87011979 - Physical Inventory<br>List | 1     |
| Financial Reporting Senio | S_ALR_87011979 - Physical Inventory<br>List | 1     |
| Internal Auditor          | S_ALR_87011979 - Physical Inventory<br>List | 1     |
| SAP Support               | S_ALR_87011979 - Physical Inventory<br>List | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011979 - Physical Inventory<br>List | 1     |
| Asset Officer             | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Building & General Asset  | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Contract & Doc. Control O | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| External Auditor          | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Finance Reporting Officer | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Financial Reporting Manag | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Financial Reporting Offic | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Financial Reporting Senio | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Internal Auditor          | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| SAP Support               | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011980 - Physical Inventory<br>List | 1     |
| Asset Officer             | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| Building & General Asset  | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| Contract & Doc. Control O | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| External Auditor          | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| Finance Reporting Officer | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| Financial Reporting Manag | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| Financial Reporting Offic | S_ALR_87011981 - Physical Inventory<br>List | 1     |
| Financial Reporting Senio | S_ALR_87011981 - Physical Inventory<br>List | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Internal Auditor          | S_ALR_87011981 - Physical Inventory<br>List             | 1     |
| SAP Support               | S_ALR_87011981 - Physical Inventory<br>List             | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011981 - Physical Inventory<br>List             | 1     |
| Asset Officer             | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Building & General Asset  | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Contract & Doc. Control O | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| External Auditor          | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Finance Reporting Officer | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Financial Reporting Manag | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Financial Reporting Offic | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Financial Reporting Senio | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Internal Auditor          | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| SAP Support               | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87011982 - Physical Inventory<br>List             | 1     |
| External Auditor          | S_ALR_87011990 - Asset History Sheet                    | 1     |
| Finance Reporting Officer | S_ALR_87011990 - Asset History Sheet                    | 1     |
| Financial Reporting Manag | S_ALR_87011990 - Asset History Sheet                    | 1     |
| Financial Reporting Offic | S_ALR_87011990 - Asset History Sheet                    | 1     |
| Financial Reporting Senio | S_ALR_87011990 - Asset History Sheet                    | 1     |
| Internal Auditor          | S_ALR_87011990 - Asset History Sheet                    | 1     |
| SAP Support               | S_ALR_87011990 - Asset History Sheet                    | 1     |
| External Auditor          | S_ALR_87011992 - Liabilities from Leasing Agreements    | 1     |
| Finance Reporting Officer | S_ALR_87011992 - Liabilities from<br>Leasing Agreements | 1     |
| Financial Reporting Manag | S_ALR_87011992 - Liabilities from<br>Leasing Agreements | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_ALR_87011992 - Liabilities from Leasing Agreements    | 1     |
| Financial Reporting Senio | S_ALR_87011992 - Liabilities from Leasing Agreements    | 1     |
| Internal Auditor          | S_ALR_87011992 - Liabilities from Leasing Agreements    | 1     |
| SAP Support               | S_ALR_87011992 - Liabilities from<br>Leasing Agreements | 1     |
| External Auditor          | S_ALR_87011994 - Asset Balances                         | 1     |
| Finance Reporting Officer | S_ALR_87011994 - Asset Balances                         | 1     |
| Financial Reporting Manag | S_ALR_87011994 - Asset Balances                         | 1     |
| Financial Reporting Offic | S_ALR_87011994 - Asset Balances                         | 1     |
| Financial Reporting Senio | S_ALR_87011994 - Asset Balances                         | 1     |
| Internal Auditor          | S_ALR_87011994 - Asset Balances                         | 1     |
| SAP Support               | S_ALR_87011994 - Asset Balances                         | 1     |
| External Auditor          | S_ALR_87011996 - Asset History Sheet                    | 1     |
| Finance Reporting Officer | S_ALR_87011996 - Asset History Sheet                    | 1     |
| Financial Reporting Manag | S_ALR_87011996 - Asset History Sheet                    | 1     |
| Financial Reporting Offic | S_ALR_87011996 - Asset History Sheet                    | 1     |
| Financial Reporting Senio | S_ALR_87011996 - Asset History Sheet                    | 1     |
| Internal Auditor          | S_ALR_87011996 - Asset History Sheet                    | 1     |
| SAP Support               | S_ALR_87011996 - Asset History Sheet                    | 1     |
| External Auditor          | S_ALR_87011998 - Asset History Sheet                    | 1     |
| Finance Reporting Officer | S_ALR_87011998 - Asset History Sheet                    | 1     |
| Financial Reporting Manag | S_ALR_87011998 - Asset History Sheet                    | 1     |
| Financial Reporting Offic | S_ALR_87011998 - Asset History Sheet                    | 1     |
| Financial Reporting Senio | S_ALR_87011998 - Asset History Sheet                    | 1     |
| Internal Auditor          | S_ALR_87011998 - Asset History Sheet                    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | S_ALR_87011998 - Asset History Sheet                | 1     |
| External Auditor          | S_ALR_87012000 - Asset Register<br>(Italy)          | 1     |
| Finance Reporting Officer | S_ALR_87012000 - Asset Register<br>(Italy)          | 1     |
| Financial Reporting Manag | S_ALR_87012000 - Asset Register<br>(Italy)          | 1     |
| Financial Reporting Offic | S_ALR_87012000 - Asset Register (Italy)             | 1     |
| Financial Reporting Senio | S_ALR_87012000 - Asset Register (Italy)             | 1     |
| Internal Auditor          | S_ALR_87012000 - Asset Register (Italy)             | 1     |
| SAP Support               | S_ALR_87012000 - Asset Register (Italy)             | 1     |
| External Auditor          | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| Finance Reporting Officer | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| Financial Reporting Manag | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| Financial Reporting Offic | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| Financial Reporting Senio | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| Internal Auditor          | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| SAP Support               | S_ALR_87012002 - Asset Register by Third Party Loc. | 1     |
| External Auditor          | S_ALR_87012004 - Depreciation                       | 1     |
| Finance Reporting Officer | S_ALR_87012004 - Depreciation                       | 1     |
| Financial Reporting Manag | S_ALR_87012004 - Depreciation                       | 1     |
| Financial Reporting Offic | S_ALR_87012004 - Depreciation                       | 1     |
| Financial Reporting Senio | S_ALR_87012004 - Depreciation                       | 1     |
| Internal Auditor          | S_ALR_87012004 - Depreciation                       | 1     |
| SAP Support               | S_ALR_87012004 - Depreciation                       | 1     |
| External Auditor          | S_ALR_87012006 - Depreciation                       | 1     |
| Finance Reporting Officer | S_ALR_87012006 - Depreciation                       | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Financial Reporting Manag | S_ALR_87012006 - Depreciation | 1     |
| Financial Reporting Offic | S_ALR_87012006 - Depreciation | 1     |
| Financial Reporting Senio | S_ALR_87012006 - Depreciation | 1     |
| Internal Auditor          | S_ALR_87012006 - Depreciation | 1     |
| SAP Support               | S_ALR_87012006 - Depreciation | 1     |
| External Auditor          | S_ALR_87012007 - Depreciation | 1     |
| Finance Reporting Officer | S_ALR_87012007 - Depreciation | 1     |
| Financial Reporting Manag | S_ALR_87012007 - Depreciation | 1     |
| Financial Reporting Offic | S_ALR_87012007 - Depreciation | 1     |
| Financial Reporting Senio | S_ALR_87012007 - Depreciation | 1     |
| Internal Auditor          | S_ALR_87012007 - Depreciation | 1     |
| SAP Support               | S_ALR_87012007 - Depreciation | 1     |
| External Auditor          | S_ALR_87012008 - Depreciation | 1     |
| Finance Reporting Officer | S_ALR_87012008 - Depreciation | 1     |
| Financial Reporting Manag | S_ALR_87012008 - Depreciation | 1     |
| Financial Reporting Offic | S_ALR_87012008 - Depreciation | 1     |
| Financial Reporting Senio | S_ALR_87012008 - Depreciation | 1     |
| Internal Auditor          | S_ALR_87012008 - Depreciation | 1     |
| SAP Support               | S_ALR_87012008 - Depreciation | 1     |
| External Auditor          | S_ALR_87012009 - Depreciation | 1     |
| Finance Reporting Officer | S_ALR_87012009 - Depreciation | 1     |
| Financial Reporting Manag | S_ALR_87012009 - Depreciation | 1     |
| Financial Reporting Offic | S_ALR_87012009 - Depreciation | 1     |
| Financial Reporting Senio | S_ALR_87012009 - Depreciation | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87012009 - Depreciation                    | 1     |
| SAP Support               | S_ALR_87012009 - Depreciation                    | 1     |
| External Auditor          | S_ALR_87012011 - Write-Ups                       | 1     |
| Finance Reporting Officer | S_ALR_87012011 - Write-Ups                       | 1     |
| Financial Reporting Manag | S_ALR_87012011 - Write-Ups                       | 1     |
| Financial Reporting Offic | S_ALR_87012011 - Write-Ups                       | 1     |
| Financial Reporting Senio | S_ALR_87012011 - Write-Ups                       | 1     |
| Internal Auditor          | S_ALR_87012011 - Write-Ups                       | 1     |
| SAP Support               | S_ALR_87012011 - Write-Ups                       | 1     |
| External Auditor          | S_ALR_87012013 - Depreciation<br>Comparison      | 1     |
| Finance Reporting Officer | S_ALR_87012013 - Depreciation Comparison         | 1     |
| Financial Reporting Manag | S_ALR_87012013 - Depreciation Comparison         | 1     |
| Financial Reporting Offic | S_ALR_87012013 - Depreciation Comparison         | 1     |
| Financial Reporting Senio | S_ALR_87012013 - Depreciation<br>Comparison      | 1     |
| Internal Auditor          | S_ALR_87012013 - Depreciation<br>Comparison      | 1     |
| SAP Support               | S_ALR_87012013 - Depreciation<br>Comparison      | 1     |
| External Auditor          | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| Finance Reporting Officer | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| Financial Reporting Manag | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| Financial Reporting Offic | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| Financial Reporting Senio | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| Internal Auditor          | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| SAP Support               | S_ALR_87012015 - Manual<br>Depreciation          | 1     |
| External Auditor          | S_ALR_87012017 - Asset Balances for Group Assets | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87012017 - Asset Balances for Group Assets | 1     |
| Financial Reporting Manag | S_ALR_87012017 - Asset Balances for Group Assets | 1     |
| Financial Reporting Offic | S_ALR_87012017 - Asset Balances for Group Assets | 1     |
| Financial Reporting Senio | S_ALR_87012017 - Asset Balances for Group Assets | 1     |
| Internal Auditor          | S_ALR_87012017 - Asset Balances for Group Assets | 1     |
| SAP Support               | S_ALR_87012017 - Asset Balances for Group Assets | 1     |
| Accounting Administrator  | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Accounting Officer        | S_ALR_87012018 - Depreciation and Interest       | 1     |
| AP & AR Control Superviso | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Asset Officer             | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Building & General Asset  | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Contract & Doc. Control O | S_ALR_87012018 - Depreciation and Interest       | 1     |
| External Auditor          | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Finance Admin             | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Finance Reporting Officer | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Financial & Accounting Su | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Financial Control Departm | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Financial Reporting Manag | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Financial Reporting Offic | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Financial Reporting Senio | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Financial Reporting Super | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Gen. Accounting Superviso | S_ALR_87012018 - Depreciation and Interest       | 1     |
| Internal Auditor          | S_ALR_87012018 - Depreciation and Interest       | 1     |
| SAP Support               | S_ALR_87012018 - Depreciation and Interest       | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Supporting Infr. Dev. Sup | S_ALR_87012018 - Depreciation and Interest | 1     |
| Accounting Administrator  | S_ALR_87012026 - Depreciation              | 1     |
| Accounting Manager        | S_ALR_87012026 - Depreciation              | 1     |
| Accounting Officer        | S_ALR_87012026 - Depreciation              | 1     |
| AP & AR Control Superviso | S_ALR_87012026 - Depreciation              | 1     |
| Asset Officer             | S_ALR_87012026 - Depreciation              | 1     |
| Building & General Asset  | S_ALR_87012026 - Depreciation              | 1     |
| Contract & Doc. Control O | S_ALR_87012026 - Depreciation              | 1     |
| External Auditor          | S_ALR_87012026 - Depreciation              | 1     |
| Finance & Adm General Man | S_ALR_87012026 - Depreciation              | 1     |
| Finance Admin             | S_ALR_87012026 - Depreciation              | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012026 - Depreciation              | 1     |
| Finance Reporting Officer | S_ALR_87012026 - Depreciation              | 1     |
| Financial & Accounting Su | S_ALR_87012026 - Depreciation              | 1     |
| Financial Control Departm | S_ALR_87012026 - Depreciation              | 1     |
| Financial Reporting Manag | S_ALR_87012026 - Depreciation              | 1     |
| Financial Reporting Offic | S_ALR_87012026 - Depreciation              | 1     |
| Financial Reporting Senio | S_ALR_87012026 - Depreciation              | 1     |
| Financial Reporting Super | S_ALR_87012026 - Depreciation              | 1     |
| Gen. Accounting Superviso | S_ALR_87012026 - Depreciation              | 1     |
| Internal Auditor          | S_ALR_87012026 - Depreciation              | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012026 - Depreciation              | 1     |
| President Director        | S_ALR_87012026 - Depreciation              | 1     |
| SAP Support               | S_ALR_87012026 - Depreciation              | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Supporting Infr. Dev. Sup | S_ALR_87012026 - Depreciation                       | 1     |
| External Auditor          | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| Finance Reporting Officer | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| Financial Reporting Manag | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| Financial Reporting Offic | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| Financial Reporting Senio | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| Internal Auditor          | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| SAP Support               | S_ALR_87012028 - Net Worth<br>Valuation             | 1     |
| External Auditor          | S_ALR_87012030 - Insurance Values                   | 1     |
| Finance Reporting Officer | S_ALR_87012030 - Insurance Values                   | 1     |
| Financial Reporting Manag | S_ALR_87012030 - Insurance Values                   | 1     |
| Financial Reporting Offic | S_ALR_87012030 - Insurance Values                   | 1     |
| Financial Reporting Senio | S_ALR_87012030 - Insurance Values                   | 1     |
| Internal Auditor          | S_ALR_87012030 - Insurance Values                   | 1     |
| SAP Support               | S_ALR_87012030 - Insurance Values                   | 1     |
| External Auditor          | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| Finance Reporting Officer | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| Financial Reporting Manag | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| Financial Reporting Offic | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| Financial Reporting Senio | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| Internal Auditor          | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| SAP Support               | S_ALR_87012032 - Statement of Net<br>Assets (Japan) | 1     |
| External Auditor          | S_ALR_87012033 - Gain for Transfer of Reserves      | 1     |
| Finance Reporting Officer | S_ALR_87012033 - Gain for Transfer of Reserves      | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87012033 - Gain for Transfer of Reserves   | 1     |
| Financial Reporting Offic | S_ALR_87012033 - Gain for Transfer of Reserves   | 1     |
| Financial Reporting Senio | S_ALR_87012033 - Gain for Transfer of Reserves   | 1     |
| Internal Auditor          | S_ALR_87012033 - Gain for Transfer of Reserves   | 1     |
| SAP Support               | S_ALR_87012033 - Gain for Transfer of Reserves   | 1     |
| External Auditor          | S_ALR_87012035 - Depreciation                    | 1     |
| Finance Reporting Officer | S_ALR_87012035 - Depreciation                    | 1     |
| Financial Reporting Manag | S_ALR_87012035 - Depreciation                    | 1     |
| Financial Reporting Offic | S_ALR_87012035 - Depreciation                    | 1     |
| Financial Reporting Senio | S_ALR_87012035 - Depreciation                    | 1     |
| Internal Auditor          | S_ALR_87012035 - Depreciation                    | 1     |
| SAP Support               | S_ALR_87012035 - Depreciation                    | 1     |
| External Auditor          | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| Finance Reporting Officer | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| Financial Reporting Manag | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| Financial Reporting Offic | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| Financial Reporting Senio | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| Internal Auditor          | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| SAP Support               | S_ALR_87012037 - Changes to Asset Master Records | 1     |
| Accounting & Tax Officer  | S_ALR_87012039 - Asset Transactions              | 1     |
| Accounting Administrator  | S_ALR_87012039 - Asset Transactions              | 1     |
| Accounting Manager        | S_ALR_87012039 - Asset Transactions              | 1     |
| Accounting Officer        | S_ALR_87012039 - Asset Transactions              | 1     |
| Administration Staff      | S_ALR_87012039 - Asset Transactions              | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| AP & AR Control Superviso | S_ALR_87012039 - Asset Transactions | 1     |
| AP Control Manager        | S_ALR_87012039 - Asset Transactions | 1     |
| AR Control Superintendent | S_ALR_87012039 - Asset Transactions | 1     |
| AR NON Trade Control Serv | S_ALR_87012039 - Asset Transactions | 1     |
| AR Officer                | S_ALR_87012039 - Asset Transactions | 1     |
| AR Trade Control Service  | S_ALR_87012039 - Asset Transactions | 1     |
| Budget & Control Supervis | S_ALR_87012039 - Asset Transactions | 1     |
| Budget Officer            | S_ALR_87012039 - Asset Transactions | 1     |
| Default position          | S_ALR_87012039 - Asset Transactions | 1     |
| External Auditor          | S_ALR_87012039 - Asset Transactions | 1     |
| Finance & Adm General Man | S_ALR_87012039 - Asset Transactions | 1     |
| Finance Admin             | S_ALR_87012039 - Asset Transactions | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012039 - Asset Transactions | 1     |
| Finance Reporting Officer | S_ALR_87012039 - Asset Transactions | 1     |
| Financial & Accounting Su | S_ALR_87012039 - Asset Transactions | 1     |
| Financial Control Departm | S_ALR_87012039 - Asset Transactions | 1     |
| Financial Reporting Manag | S_ALR_87012039 - Asset Transactions | 1     |
| Financial Reporting Offic | S_ALR_87012039 - Asset Transactions | 1     |
| Financial Reporting Senio | S_ALR_87012039 - Asset Transactions | 1     |
| Financial Reporting Super | S_ALR_87012039 - Asset Transactions | 1     |
| Gen. Accounting Superviso | S_ALR_87012039 - Asset Transactions | 1     |
| Internal Auditor          | S_ALR_87012039 - Asset Transactions | 1     |
| Managerial Reporting Supe | S_ALR_87012039 - Asset Transactions | 1     |
| MGM_REP                   | S_ALR_87012039 - Asset Transactions | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | S_ALR_87012039 - Asset Transactions      | 1     |
| President Director        | S_ALR_87012039 - Asset Transactions      | 1     |
| SAP Support               | S_ALR_87012039 - Asset Transactions      | 1     |
| Tax Manager               | S_ALR_87012039 - Asset Transactions      | 1     |
| Tax Officer               | S_ALR_87012039 - Asset Transactions      | 1     |
| External Auditor          | S_ALR_87012041 - Asset Balances          | 1     |
| Finance Reporting Officer | S_ALR_87012041 - Asset Balances          | 1     |
| Financial Reporting Manag | S_ALR_87012041 - Asset Balances          | 1     |
| Financial Reporting Offic | S_ALR_87012041 - Asset Balances          | 1     |
| Financial Reporting Senio | S_ALR_87012041 - Asset Balances          | 1     |
| Internal Auditor          | S_ALR_87012041 - Asset Balances          | 1     |
| SAP Support               | S_ALR_87012041 - Asset Balances          | 1     |
| External Auditor          | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| Finance Reporting Officer | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| Financial Reporting Manag | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| Financial Reporting Offic | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| Financial Reporting Senio | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| Internal Auditor          | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| SAP Support               | S_ALR_87012043 - G/L Account<br>Balances | 1     |
| External Auditor          | S_ALR_87012045 - Fixed Asset Ledger      | 1     |
| Finance Reporting Officer | S_ALR_87012045 - Fixed Asset Ledger      | 1     |
| Financial Reporting Manag | S_ALR_87012045 - Fixed Asset Ledger      | 1     |
| Financial Reporting Offic | S_ALR_87012045 - Fixed Asset Ledger      | 1     |
| Financial Reporting Senio | S_ALR_87012045 - Fixed Asset Ledger      | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87012045 - Fixed Asset Ledger                      | 1     |
| SAP Support               | S_ALR_87012045 - Fixed Asset Ledger                      | 1     |
| External Auditor          | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Finance Reporting Officer | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Financial Reporting Manag | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Financial Reporting Offic | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Financial Reporting Senio | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Internal Auditor          | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| SAP Support               | S_ALR_87012046 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| External Auditor          | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Finance Reporting Officer | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Financial Reporting Manag | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Financial Reporting Offic | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Financial Reporting Senio | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| Internal Auditor          | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| SAP Support               | S_ALR_87012047 - Asset<br>Acquisitions(Mid-Quarter-Conv) | 1     |
| External Auditor          | S_ALR_87012048 - Asset Transactions                      | 1     |
| Finance Reporting Officer | S_ALR_87012048 - Asset Transactions                      | 1     |
| Financial Reporting Manag | S_ALR_87012048 - Asset Transactions                      | 1     |
| Financial Reporting Offic | S_ALR_87012048 - Asset Transactions                      | 1     |
| Financial Reporting Senio | S_ALR_87012048 - Asset Transactions                      | 1     |
| Internal Auditor          | S_ALR_87012048 - Asset Transactions                      | 1     |
| SAP Support               | S_ALR_87012048 - Asset Transactions                      | 1     |
| Accounting Administrator  | S_ALR_87012050 - Asset Acquisitions                      | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Accounting Manager        | S_ALR_87012050 - Asset Acquisitions | 1     |
| Accounting Officer        | S_ALR_87012050 - Asset Acquisitions | 1     |
| AP & AR Control Superviso | S_ALR_87012050 - Asset Acquisitions | 1     |
| Budget & Control Supervis | S_ALR_87012050 - Asset Acquisitions | 1     |
| Budget Officer            | S_ALR_87012050 - Asset Acquisitions | 1     |
| External Auditor          | S_ALR_87012050 - Asset Acquisitions | 1     |
| Finance & Adm General Man | S_ALR_87012050 - Asset Acquisitions | 1     |
| Finance Admin             | S_ALR_87012050 - Asset Acquisitions | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012050 - Asset Acquisitions | 1     |
| Finance Reporting Officer | S_ALR_87012050 - Asset Acquisitions | 1     |
| Financial & Accounting Su | S_ALR_87012050 - Asset Acquisitions | 1     |
| Financial Control Departm | S_ALR_87012050 - Asset Acquisitions | 1     |
| Financial Reporting Manag | S_ALR_87012050 - Asset Acquisitions | 1     |
| Financial Reporting Offic | S_ALR_87012050 - Asset Acquisitions | 1     |
| Financial Reporting Senio | S_ALR_87012050 - Asset Acquisitions | 1     |
| Financial Reporting Super | S_ALR_87012050 - Asset Acquisitions | 1     |
| Gen. Accounting Superviso | S_ALR_87012050 - Asset Acquisitions | 1     |
| Internal Auditor          | S_ALR_87012050 - Asset Acquisitions | 1     |
| Managerial Reporting Supe | S_ALR_87012050 - Asset Acquisitions | 1     |
| MGM_REP                   | S_ALR_87012050 - Asset Acquisitions | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012050 - Asset Acquisitions | 1     |
| President Director        | S_ALR_87012050 - Asset Acquisitions | 1     |
| SAP Support               | S_ALR_87012050 - Asset Acquisitions | 1     |
| Accounting Administrator  | S_ALR_87012052 - Asset Retirements  | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Accounting Manager        | S_ALR_87012052 - Asset Retirements            | 1     |
| Accounting Officer        | S_ALR_87012052 - Asset Retirements            | 1     |
| AP & AR Control Superviso | S_ALR_87012052 - Asset Retirements            | 1     |
| Budget & Control Supervis | S_ALR_87012052 - Asset Retirements            | 1     |
| Budget Officer            | S_ALR_87012052 - Asset Retirements            | 1     |
| External Auditor          | S_ALR_87012052 - Asset Retirements            | 1     |
| Finance & Adm General Man | S_ALR_87012052 - Asset Retirements            | 1     |
| Finance Admin             | S_ALR_87012052 - Asset Retirements            | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012052 - Asset Retirements            | 1     |
| Finance Reporting Officer | S_ALR_87012052 - Asset Retirements            | 1     |
| Financial & Accounting Su | S_ALR_87012052 - Asset Retirements            | 1     |
| Financial Control Departm | S_ALR_87012052 - Asset Retirements            | 1     |
| Financial Reporting Manag | S_ALR_87012052 - Asset Retirements            | 1     |
| Financial Reporting Offic | S_ALR_87012052 - Asset Retirements            | 1     |
| Financial Reporting Senio | S_ALR_87012052 - Asset Retirements            | 1     |
| Financial Reporting Super | S_ALR_87012052 - Asset Retirements            | 1     |
| Gen. Accounting Superviso | S_ALR_87012052 - Asset Retirements            | 1     |
| Internal Auditor          | S_ALR_87012052 - Asset Retirements            | 1     |
| Managerial Reporting Supe | S_ALR_87012052 - Asset Retirements            | 1     |
| MGM_REP                   | S_ALR_87012052 - Asset Retirements            | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012052 - Asset Retirements            | 1     |
| President Director        | S_ALR_87012052 - Asset Retirements            | 1     |
| SAP Support               | S_ALR_87012052 - Asset Retirements            | 1     |
| External Auditor          | S_ALR_87012054 - Intracompany Asset Transfers | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87012054 - Intracompany Asset Transfers        | 1     |
| Financial Reporting Manag | S_ALR_87012054 - Intracompany Asset Transfers        | 1     |
| Financial Reporting Offic | S_ALR_87012054 - Intracompany Asset Transfers        | 1     |
| Financial Reporting Senio | S_ALR_87012054 - Intracompany Asset Transfers        | 1     |
| Internal Auditor          | S_ALR_87012054 - Intracompany Asset Transfers        | 1     |
| SAP Support               | S_ALR_87012054 - Intracompany Asset Transfers        | 1     |
| External Auditor          | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| Finance Reporting Officer | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| Financial Reporting Manag | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| Financial Reporting Offic | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| Financial Reporting Senio | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| Internal Auditor          | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| SAP Support               | S_ALR_87012056 - Directory of<br>Unposted Assets     | 1     |
| Asset Officer             | S_ALR_87012058 - List of Origins of<br>Asset Charges | 1     |
| Building & General Asset  | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |
| Contract & Doc. Control O | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |
| External Auditor          | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |
| Finance Reporting Officer | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |
| Financial Reporting Manag | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |
| Financial Reporting Offic | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |
| Financial Reporting Senio | S_ALR_87012058 - List of Origins of<br>Asset Charges | 1     |
| Internal Auditor          | S_ALR_87012058 - List of Origins of<br>Asset Charges | 1     |
| SAP Support               | S_ALR_87012058 - List of Origins of<br>Asset Charges | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87012058 - List of Origins of Asset Charges    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Accounting Administrator  | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Accounting Manager        | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Accounting Officer        | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| AP & AR Control Superviso | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| External Auditor          | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Finance Admin             | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Finance Reporting Officer | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Financial & Accounting Su | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Financial Control Departm | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Financial Reporting Manag | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Financial Reporting Offic | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Financial Reporting Senio | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Financial Reporting Super | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Gen. Accounting Superviso | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Internal Auditor          | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| President Director        | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| SAP Support               | S_ALR_87012060 - List of Origins by<br>Cost Elements | 1     |
| Accounting Administrator  | S_ALR_87012064 - Depreciation                        | 1     |
| Accounting Manager        | S_ALR_87012064 - Depreciation                        | 1     |
| Accounting Officer        | S_ALR_87012064 - Depreciation                        | 1     |
| AP & AR Control Superviso | S_ALR_87012064 - Depreciation                        | 1     |
| Budget & Control Supervis | S_ALR_87012064 - Depreciation                        | 1     |
| Budget Officer            | S_ALR_87012064 - Depreciation                        | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| External Auditor          | S_ALR_87012064 - Depreciation                   | 1     |
| Finance & Adm General Man | S_ALR_87012064 - Depreciation                   | 1     |
| Finance Admin             | S_ALR_87012064 - Depreciation                   | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012064 - Depreciation                   | 1     |
| Finance Reporting Officer | S_ALR_87012064 - Depreciation                   | 1     |
| Financial & Accounting Su | S_ALR_87012064 - Depreciation                   | 1     |
| Financial Control Departm | S_ALR_87012064 - Depreciation                   | 1     |
| Financial Reporting Manag | S_ALR_87012064 - Depreciation                   | 1     |
| Financial Reporting Offic | S_ALR_87012064 - Depreciation                   | 1     |
| Financial Reporting Senio | S_ALR_87012064 - Depreciation                   | 1     |
| Financial Reporting Super | S_ALR_87012064 - Depreciation                   | 1     |
| Gen. Accounting Superviso | S_ALR_87012064 - Depreciation                   | 1     |
| Internal Auditor          | S_ALR_87012064 - Depreciation                   | 1     |
| Managerial Reporting Supe | S_ALR_87012064 - Depreciation                   | 1     |
| MGM_REP                   | S_ALR_87012064 - Depreciation                   | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012064 - Depreciation                   | 1     |
| President Director        | S_ALR_87012064 - Depreciation                   | 1     |
| SAP Support               | S_ALR_87012064 - Depreciation                   | 1     |
| External Auditor          | S_ALR_87012066 - Analysis of Retirement Revenue | 1     |
| Finance Reporting Officer | S_ALR_87012066 - Analysis of Retirement Revenue | 1     |
| Financial Reporting Manag | S_ALR_87012066 - Analysis of Retirement Revenue | 1     |
| Financial Reporting Offic | S_ALR_87012066 - Analysis of Retirement Revenue | 1     |
| Financial Reporting Senio | S_ALR_87012066 - Analysis of Retirement Revenue | 1     |
| Internal Auditor          | S_ALR_87012066 - Analysis of Retirement Revenue | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | S_ALR_87012066 - Analysis of<br>Retirement Revenue    | 1     |
| External Auditor          | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| Finance Reporting Officer | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| Financial Reporting Manag | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| Financial Reporting Offic | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| Financial Reporting Senio | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| Internal Auditor          | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| SAP Support               | S_ALR_87012067 - Depreciation of Tang./Intang. Assets | 1     |
| External Auditor          | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| Finance Reporting Officer | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Manag | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Offic | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Senio | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| Internal Auditor          | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| SAP Support               | S_ALR_87012068 - Depreciation of Tangible Assets      | 1     |
| External Auditor          | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| Finance Reporting Officer | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| Financial Reporting Manag | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| Financial Reporting Offic | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| Financial Reporting Senio | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| Internal Auditor          | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| SAP Support               | S_ALR_87012069 - Depreciation of Tang./Intang. Assets | 1     |
| External Auditor          | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |
| Finance Reporting Officer | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Offic | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Senio | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |
| Internal Auditor          | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |
| SAP Support               | S_ALR_87012070 - Depreciation of Tangible Assets      | 1     |
| External Auditor          | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| Finance Reporting Officer | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| Financial Reporting Manag | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| Financial Reporting Offic | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| Financial Reporting Senio | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| Internal Auditor          | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| SAP Support               | S_ALR_87012071 - Asset Depreciation and Tax Limits    | 1     |
| External Auditor          | S_ALR_87012072 - Scrap Value Depr. (Uniform Depr.)    | 1     |
| Finance Reporting Officer | S_ALR_87012072 - Scrap Value Depr. (Uniform Depr.)    | 1     |
| Financial Reporting Manag | S_ALR_87012072 - Scrap Value Depr. (Uniform Depr.)    | 1     |
| Financial Reporting Offic | S_ALR_87012072 - Scrap Value Depr.<br>(Uniform Depr.) | 1     |
| Financial Reporting Senio | S_ALR_87012072 - Scrap Value Depr.<br>(Uniform Depr.) | 1     |
| Internal Auditor          | S_ALR_87012072 - Scrap Value Depr. (Uniform Depr.)    | 1     |
| SAP Support               | S_ALR_87012072 - Scrap Value Depr. (Uniform Depr.)    | 1     |
| External Auditor          | S_ALR_87012073 - Depreciation of Tangible Assets      | 1     |
| Finance Reporting Officer | S_ALR_87012073 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Manag | S_ALR_87012073 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Offic | S_ALR_87012073 - Depreciation of Tangible Assets      | 1     |
| Financial Reporting Senio | S_ALR_87012073 - Depreciation of Tangible Assets      | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Internal Auditor          | S_ALR_87012073 - Depreciation of Tangible Assets    | 1     |
| SAP Support               | S_ALR_87012073 - Depreciation of Tangible Assets    | 1     |
| External Auditor          | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| Finance Reporting Officer | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| Financial Reporting Manag | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| Financial Reporting Offic | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| Financial Reporting Senio | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| Internal Auditor          | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| SAP Support               | S_ALR_87012074 - Intangible Assets:<br>Depreciation | 1     |
| External Auditor          | S_ALR_87012075 - Asset History                      | 1     |
| Finance Reporting Officer | S_ALR_87012075 - Asset History                      | 1     |
| Financial Reporting Manag | S_ALR_87012075 - Asset History                      | 1     |
| Financial Reporting Offic | S_ALR_87012075 - Asset History                      | 1     |
| Financial Reporting Senio | S_ALR_87012075 - Asset History                      | 1     |
| Internal Auditor          | S_ALR_87012075 - Asset History                      | 1     |
| SAP Support               | S_ALR_87012075 - Asset History                      | 1     |
| Accounting Manager        | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| Accounting Officer        | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| AP & AR Control Superviso | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| Finance Admin             | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| Finance Reporting Officer | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| Financial & Accounting Su | S_ALR_87012077 - Vendor Information<br>System       | 1     |
| Financial Control Departm | S_ALR_87012077 - Vendor Information<br>System       | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87012077 - Vendor Information<br>System     | 1     |
| Financial Reporting Offic | S_ALR_87012077 - Vendor Information<br>System     | 1     |
| Financial Reporting Senio | S_ALR_87012077 - Vendor Information<br>System     | 1     |
| Financial Reporting Super | S_ALR_87012077 - Vendor Information<br>System     | 1     |
| President Director        | S_ALR_87012077 - Vendor Information<br>System     | 1     |
| Accounting Administrator  | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Accounting Manager        | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Accounting Officer        | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| AP & AR Control Superviso | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Budget & Control Supervis | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Budget Officer            | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Finance & Adm General Man | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Finance Admin             | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Finance Reporting Officer | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Financial & Accounting Su | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Financial Control Departm | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Financial Reporting Manag | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Financial Reporting Offic | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Financial Reporting Senio | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Financial Reporting Super | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Gen. Accounting Superviso | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| Managerial Reporting Supe | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |
| MGM_REP                   | S_ALR_87012078 - Due Date Analysis for Open Items | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | S_ALR_87012078 - Due Date Analysis for Open Items  | 1     |
| President Director        | S_ALR_87012078 - Due Date Analysis for Open Items  | 1     |
| Accounting & Tax Officer  | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Accounting Administrator  | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Accounting Manager        | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Accounting Officer        | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Administration Staff      | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AP & AR Control Superviso | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AP Control Manager        | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AP Controller             | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AR Control Superintendent | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AR NON Trade Control Serv | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AR Officer                | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| AR Trade Control Service  | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Budget & Control Supervis | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Budget Officer            | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Default position          | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| External Auditor          | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Finance & Adm General Man | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Finance Admin             | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Finance Reporting Officer | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Financial & Accounting Su | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Financial Control Departm | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Financial Reporting Offic | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Financial Reporting Senio | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Financial Reporting Super | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Gen. Accounting Superviso | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Internal Auditor          | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Managerial Reporting Supe | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| MGM_REP                   | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| President Director        | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| SAP Support               | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Tax Manager               | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Tax Officer               | S_ALR_87012082 - Vendor Balances in Local Currency | 1     |
| Accounting & Tax Officer  | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| Accounting Administrator  | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| Accounting Manager        | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| Accounting Officer        | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| Administration Staff      | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| AP & AR Control Superviso | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| AP Control Manager        | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| AP Controller             | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| AR Control Superintendent | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| AR NON Trade Control Serv | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |
| AR Officer                | S_ALR_87012083 - List of Vendor<br>Open Items      | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| AR Trade Control Service  | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Budget & Control Supervis | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Budget Officer            | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Default position          | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Finance & Adm General Man | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Finance Admin             | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Finance Reporting Officer | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Financial & Accounting Su | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Financial Control Departm | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Financial Reporting Manag | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Financial Reporting Offic | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Financial Reporting Senio | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Financial Reporting Super | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Gen. Accounting Superviso | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Managerial Reporting Supe | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| MGM_REP                   | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| President Director        | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Tax Manager               | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Tax Officer               | S_ALR_87012083 - List of Vendor<br>Open Items | 1     |
| Accounting & Tax Officer  | S_ALR_87012086 - Vendor List                  | 1     |
| Accounting Administrator  | S_ALR_87012086 - Vendor List                  | 1     |
| Accounting Manager        | S_ALR_87012086 - Vendor List                  | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Accounting Officer        | S_ALR_87012086 - Vendor List | 1     |
| Administration Staff      | S_ALR_87012086 - Vendor List | 1     |
| AP & AR Control Superviso | S_ALR_87012086 - Vendor List | 1     |
| AP Control Manager        | S_ALR_87012086 - Vendor List | 1     |
| AP Controller             | S_ALR_87012086 - Vendor List | 1     |
| AR Control Superintendent | S_ALR_87012086 - Vendor List | 1     |
| AR NON Trade Control Serv | S_ALR_87012086 - Vendor List | 1     |
| AR Officer                | S_ALR_87012086 - Vendor List | 1     |
| AR Trade Control Service  | S_ALR_87012086 - Vendor List | 1     |
| Budget & Control Supervis | S_ALR_87012086 - Vendor List | 1     |
| Budget Officer            | S_ALR_87012086 - Vendor List | 1     |
| Default position          | S_ALR_87012086 - Vendor List | 1     |
| Finance & Adm General Man | S_ALR_87012086 - Vendor List | 1     |
| Finance Admin             | S_ALR_87012086 - Vendor List | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012086 - Vendor List | 1     |
| Finance Reporting Officer | S_ALR_87012086 - Vendor List | 1     |
| Financial & Accounting Su | S_ALR_87012086 - Vendor List | 1     |
| Financial Control Departm | S_ALR_87012086 - Vendor List | 1     |
| Financial Reporting Manag | S_ALR_87012086 - Vendor List | 1     |
| Financial Reporting Offic | S_ALR_87012086 - Vendor List | 1     |
| Financial Reporting Senio | S_ALR_87012086 - Vendor List | 1     |
| Financial Reporting Super | S_ALR_87012086 - Vendor List | 1     |
| Gen. Accounting Superviso | S_ALR_87012086 - Vendor List | 1     |
| Managerial Reporting Supe | S_ALR_87012086 - Vendor List | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| MGM_REP                   | S_ALR_87012086 - Vendor List                | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012086 - Vendor List                | 1     |
| President Director        | S_ALR_87012086 - Vendor List                | 1     |
| SAP Support               | S_ALR_87012086 - Vendor List                | 1     |
| Tax Manager               | S_ALR_87012086 - Vendor List                | 1     |
| Tax Officer               | S_ALR_87012086 - Vendor List                | 1     |
| External Auditor          | S_ALR_87012089 - Display Changes to Vendors | 1     |
| Finance Reporting Officer | S_ALR_87012089 - Display Changes to Vendors | 1     |
| Financial Reporting Manag | S_ALR_87012089 - Display Changes to Vendors | 1     |
| Financial Reporting Offic | S_ALR_87012089 - Display Changes to Vendors | 1     |
| Financial Reporting Senio | S_ALR_87012089 - Display Changes to Vendors | 1     |
| Internal Auditor          | S_ALR_87012089 - Display Changes to Vendors | 1     |
| SAP Support               | S_ALR_87012089 - Display Changes to Vendors | 1     |
| Accounting Administrator  | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Accounting Manager        | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Accounting Officer        | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| AP & AR Control Superviso | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Finance Admin             | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Finance Reporting Officer | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Financial & Accounting Su | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Financial Control Departm | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Financial Reporting Manag | S_ALR_87012103 - List of Vendor Line Items  | 1     |
| Financial Reporting Offic | S_ALR_87012103 - List of Vendor Line Items  | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_ALR_87012103 - List of Vendor Line Items     | 1     |
| Financial Reporting Super | S_ALR_87012103 - List of Vendor Line Items     | 1     |
| Gen. Accounting Superviso | S_ALR_87012103 - List of Vendor Line Items     | 1     |
| President Director        | S_ALR_87012103 - List of Vendor Line Items     | 1     |
| Accounting & Tax Officer  | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| Accounting Administrator  | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| Accounting Manager        | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Accounting Officer        | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Administration Staff      | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AP & AR Control Superviso | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AP Control Manager        | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AP Controller             | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AR Control Superintendent | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AR NON Trade Control Serv | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AR Officer                | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| AR Trade Control Service  | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Budget & Control Supervis | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| Budget Officer            | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| Default position          | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Finance & Adm General Man | S_ALR_87012105 - List Of Down Payments Open    | 1     |
| Finance Admin             | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Finance Reporting Officer | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |
| Financial & Accounting Su | S_ALR_87012105 - List Of Down<br>Payments Open | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Control Departm | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Financial Reporting Manag | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Financial Reporting Offic | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Financial Reporting Senio | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Financial Reporting Super | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Gen. Accounting Superviso | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Managerial Reporting Supe | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| MGM_REP                   | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| President Director        | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Tax Manager               | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Tax Officer               | S_ALR_87012105 - List Of Down<br>Payments Open       | 1     |
| Accounting Manager        | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Accounting Officer        | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| AP & AR Control Superviso | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| External Auditor          | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Finance Admin             | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Finance Reporting Officer | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Financial & Accounting Su | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Financial Control Departm | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Financial Reporting Manag | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Financial Reporting Offic | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Financial Reporting Senio | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Super | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Internal Auditor          | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| President Director        | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| SAP Support               | S_ALR_87012167 - Accounts Rec.<br>Information System | 1     |
| Accounting & Tax Officer  | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Accounting Administrator  | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Accounting Manager        | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Accounting Officer        | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Administration Staff      | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AP & AR Control Superviso | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AP Control Manager        | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AP Controller             | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AR Control Superintendent | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AR NON Trade Control Serv | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AR Officer                | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| AR Trade Control Service  | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Budget & Control Supervis | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Budget Officer            | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Default position          | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| External Auditor          | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Finance & Adm General Man | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Finance Admin             | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Finance Reporting Officer | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial & Accounting Su | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Financial Control Departm | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Financial Reporting Manag | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Financial Reporting Offic | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Financial Reporting Senio | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Financial Reporting Super | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Gen. Accounting Superviso | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Internal Auditor          | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Managerial Reporting Supe | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| MGM_REP                   | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| President Director        | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| SAP Support               | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Tax Manager               | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| Tax Officer               | S_ALR_87012168 - Due Date Analysis for Open Items    | 1     |
| External Auditor          | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| Finance Reporting Officer | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| Financial Reporting Manag | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| Financial Reporting Offic | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| Financial Reporting Senio | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| Internal Auditor          | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| SAP Support               | S_ALR_87012172 - Customer Balances in Local Currency | 1     |
| Accounting & Tax Officer  | S_ALR_87012173 - List of Customer<br>Open Items      | 1     |
| Accounting Administrator  | S_ALR_87012173 - List of Customer<br>Open Items      | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Accounting Manager        | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Accounting Officer        | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Administration Staff      | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AP & AR Control Superviso | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AP Control Manager        | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AP Controller             | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AR Control Superintendent | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AR NON Trade Control Serv | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AR Officer                | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| AR Trade Control Service  | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Budget & Control Supervis | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Budget Officer            | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Default position          | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Finance & Adm General Man | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Finance Admin             | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Finance Reporting Officer | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Financial & Accounting Su | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Financial Control Departm | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Financial Reporting Manag | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Financial Reporting Offic | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Financial Reporting Senio | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Financial Reporting Super | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Gen. Accounting Superviso | S_ALR_87012173 - List of Customer<br>Open Items | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Managerial Reporting Supe | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| MGM_REP                   | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| President Director        | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Tax Manager               | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Tax Officer               | S_ALR_87012173 - List of Customer<br>Open Items | 1     |
| Accounting Administrator  | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Accounting Manager        | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Accounting Officer        | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| AP & AR Control Superviso | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Finance Admin             | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Finance Reporting Officer | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Financial & Accounting Su | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Financial Control Departm | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Financial Reporting Manag | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Financial Reporting Offic | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Financial Reporting Senio | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Financial Reporting Super | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Gen. Accounting Superviso | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| President Director        | S_ALR_87012174 - List of Customer<br>Open Items | 1     |
| Accounting & Tax Officer  | S_ALR_87012177 - Customer Payment<br>History    | 1     |
| Accounting Administrator  | S_ALR_87012177 - Customer Payment<br>History    | 1     |
| Accounting Manager        | S_ALR_87012177 - Customer Payment<br>History    | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Accounting Officer        | S_ALR_87012177 - Customer Payment<br>History | 1     |
| Administration Staff      | S_ALR_87012177 - Customer Payment<br>History | 1     |
| AP & AR Control Superviso | S_ALR_87012177 - Customer Payment<br>History | 1     |
| AP Control Manager        | S_ALR_87012177 - Customer Payment History    | 1     |
| AP Controller             | S_ALR_87012177 - Customer Payment History    | 1     |
| AR Control Superintendent | S_ALR_87012177 - Customer Payment History    | 1     |
| AR NON Trade Control Serv | S_ALR_87012177 - Customer Payment History    | 1     |
| AR Officer                | S_ALR_87012177 - Customer Payment History    | 1     |
| AR Trade Control Service  | S_ALR_87012177 - Customer Payment History    | 1     |
| Budget & Control Supervis | S_ALR_87012177 - Customer Payment History    | 1     |
| Budget Officer            | S_ALR_87012177 - Customer Payment History    | 1     |
| Default position          | S_ALR_87012177 - Customer Payment History    | 1     |
| Finance & Adm General Man | S_ALR_87012177 - Customer Payment<br>History | 1     |
| Finance Admin             | S_ALR_87012177 - Customer Payment History    | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012177 - Customer Payment History    | 1     |
| Finance Reporting Officer | S_ALR_87012177 - Customer Payment History    | 1     |
| Financial & Accounting Su | S_ALR_87012177 - Customer Payment History    | 1     |
| Financial Control Departm | S_ALR_87012177 - Customer Payment History    | 1     |
| Financial Reporting Manag | S_ALR_87012177 - Customer Payment History    | 1     |
| Financial Reporting Offic | S_ALR_87012177 - Customer Payment History    | 1     |
| Financial Reporting Senio | S_ALR_87012177 - Customer Payment<br>History | 1     |
| Financial Reporting Super | S_ALR_87012177 - Customer Payment<br>History | 1     |
| Gen. Accounting Superviso | S_ALR_87012177 - Customer Payment<br>History | 1     |
| Managerial Reporting Supe | S_ALR_87012177 - Customer Payment History    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| MGM_REP                   | S_ALR_87012177 - Customer Payment<br>History          | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012177 - Customer Payment<br>History          | 1     |
| President Director        | S_ALR_87012177 - Customer Payment<br>History          | 1     |
| Tax Manager               | S_ALR_87012177 - Customer Payment History             | 1     |
| Tax Officer               | S_ALR_87012177 - Customer Payment<br>History          | 1     |
| SAP Support               | S_ALR_87012179 - Customer List                        | 1     |
| External Auditor          | S_ALR_87012182 - Display Changes to Customers         | 1     |
| Finance Reporting Officer | S_ALR_87012182 - Display Changes to Customers         | 1     |
| Financial Reporting Manag | S_ALR_87012182 - Display Changes to Customers         | 1     |
| Financial Reporting Offic | S_ALR_87012182 - Display Changes to Customers         | 1     |
| Financial Reporting Senio | S_ALR_87012182 - Display Changes to Customers         | 1     |
| Internal Auditor          | S_ALR_87012182 - Display Changes to Customers         | 1     |
| SAP Support               | S_ALR_87012182 - Display Changes to Customers         | 1     |
| External Auditor          | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| Finance Reporting Officer | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| Financial Reporting Manag | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| Financial Reporting Offic | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| Financial Reporting Senio | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| Internal Auditor          | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| SAP Support               | S_ALR_87012183 - Display Critical<br>Customer Changes | 1     |
| External Auditor          | S_ALR_87012195 - Customer Master<br>Data Comparison   | 1     |
| Finance Reporting Officer | S_ALR_87012195 - Customer Master<br>Data Comparison   | 1     |
| Financial Reporting Manag | S_ALR_87012195 - Customer Master<br>Data Comparison   | 1     |
| Financial Reporting Offic | S_ALR_87012195 - Customer Master<br>Data Comparison   | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87012195 - Customer Master<br>Data Comparison | 1     |
| Internal Auditor          | S_ALR_87012195 - Customer Master<br>Data Comparison | 1     |
| SAP Support               | S_ALR_87012195 - Customer Master<br>Data Comparison | 1     |
| Accounting & Tax Officer  | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Accounting Administrator  | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Accounting Manager        | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Accounting Officer        | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Administration Staff      | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AP & AR Control Superviso | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AP Control Manager        | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AP Controller             | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AR Control Superintendent | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AR NON Trade Control Serv | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AR Officer                | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| AR Trade Control Service  | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Budget & Control Supervis | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Budget Officer            | S_ALR_87012197 - List of Customer Line Items        | 1     |
| Default position          | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| External Auditor          | S_ALR_87012197 - List of Customer Line Items        | 1     |
| Finance & Adm General Man | S_ALR_87012197 - List of Customer Line Items        | 1     |
| Finance Admin             | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |
| Finance Reporting Officer | S_ALR_87012197 - List of Customer Line Items        | 1     |
| Financial & Accounting Su | S_ALR_87012197 - List of Customer<br>Line Items     | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Control Departm | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Financial Reporting Manag | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Financial Reporting Offic | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Financial Reporting Senio | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Financial Reporting Super | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Gen. Accounting Superviso | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Internal Auditor          | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Managerial Reporting Supe | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| MGM_REP                   | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| President Director        | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| SAP Support               | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Tax Manager               | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Tax Officer               | S_ALR_87012197 - List of Customer<br>Line Items    | 1     |
| Accounting & Tax Officer  | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Accounting Administrator  | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Accounting Manager        | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Accounting Officer        | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Administration Staff      | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| AP & AR Control Superviso | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| AP Control Manager        | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| AP Controller             | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| AR Control Superintendent | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| AR NON Trade Control Serv | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| AR Officer                | S_ALR_87012198 - List of Cleared Customer Items    | 1     |
| AR Trade Control Service  | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Budget & Control Supervis | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Budget Officer            | S_ALR_87012198 - List of Cleared Customer Items    | 1     |
| Default position          | S_ALR_87012198 - List of Cleared Customer Items    | 1     |
| Finance & Adm General Man | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Finance Admin             | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Finance Reporting Officer | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Financial & Accounting Su | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Financial Control Departm | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Financial Reporting Manag | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Financial Reporting Offic | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Financial Reporting Senio | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Financial Reporting Super | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Gen. Accounting Superviso | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Managerial Reporting Supe | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| MGM_REP                   | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| President Director        | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Tax Manager               | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| Tax Officer               | S_ALR_87012198 - List of Cleared<br>Customer Items | 1     |
| External Auditor          | S_ALR_87012218 - Credit Master<br>Sheet            | 1     |
| Finance Reporting Officer | S_ALR_87012218 - Credit Master<br>Sheet            | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87012218 - Credit Master<br>Sheet               | 1     |
| Financial Reporting Offic | S_ALR_87012218 - Credit Master<br>Sheet               | 1     |
| Financial Reporting Senio | S_ALR_87012218 - Credit Master<br>Sheet               | 1     |
| Internal Auditor          | S_ALR_87012218 - Credit Master<br>Sheet               | 1     |
| SAP Support               | S_ALR_87012218 - Credit Master<br>Sheet               | 1     |
| Accounting & Tax Officer  | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Accounting Administrator  | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Accounting Manager        | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Accounting Officer        | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Administration Staff      | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AP & AR Control Superviso | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AP Control Manager        | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AP Controller             | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AR Control Superintendent | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AR NON Trade Control Serv | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AR Officer                | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| AR Trade Control Service  | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Budget & Control Supervis | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Budget Officer            | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Default position          | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Finance & Adm General Man | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Finance Admin             | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Finance Reporting Officer | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Control Departm | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Manag | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Offic | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Senio | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Super | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Gen. Accounting Superviso | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Managerial Reporting Supe | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| MGM_REP                   | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| President Director        | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Tax Manager               | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Tax Officer               | S_ALR_87012249 - Actual/Actual<br>Comparison for Year | 1     |
| Accounting & Tax Officer  | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Accounting Administrator  | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Accounting Manager        | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Accounting Officer        | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Administration Staff      | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| AP & AR Control Superviso | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| AP Control Manager        | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| AP Controller             | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| AR Control Superintendent | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| AR NON Trade Control Serv | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| AR Officer                | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| AR Trade Control Service  | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Budget & Control Supervis | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Budget Officer            | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Default position          | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Finance & Adm General Man | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Finance Admin             | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Finance Reporting Officer | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Financial & Accounting Su | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Financial Control Departm | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Financial Reporting Manag | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Financial Reporting Offic | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Financial Reporting Senio | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Financial Reporting Super | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Gen. Accounting Superviso | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Managerial Reporting Supe | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| MGM_REP                   | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| President Director        | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Tax Manager               | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Tax Officer               | S_ALR_87012252 - Periodic<br>Actual/Actual Comparison | 1     |
| Accounting & Tax Officer  | S_ALR_87012271 - Cash Flow (Direct Method)            | 1     |
| Accounting Administrator  | S_ALR_87012271 - Cash Flow (Direct Method)            | 1     |
| Accounting Manager        | S_ALR_87012271 - Cash Flow (Direct Method)            | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Accounting Officer        | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Administration Staff      | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AP & AR Control Superviso | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AP Control Manager        | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AP Controller             | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AR Control Superintendent | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AR NON Trade Control Serv | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AR Officer                | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| AR Trade Control Service  | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Budget & Control Supervis | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Budget Officer            | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Default position          | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Finance & Adm General Man | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Finance Admin             | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Finance Reporting Officer | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Financial & Accounting Su | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Financial Control Departm | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Financial Reporting Manag | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Financial Reporting Offic | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Financial Reporting Senio | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Financial Reporting Super | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Gen. Accounting Superviso | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Managerial Reporting Supe | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| MGM_REP                   | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| President Director        | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Tax Manager               | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Tax Officer               | S_ALR_87012271 - Cash Flow (Direct Method) | 1     |
| Accounting & Tax Officer  | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Accounting Administrator  | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Accounting Manager        | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Accounting Officer        | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Administration Staff      | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AP & AR Control Superviso | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AP Control Manager        | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AP Controller             | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AR Control Superintendent | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AR NON Trade Control Serv | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AR Officer                | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| AR Trade Control Service  | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Budget & Control Supervis | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Budget Officer            | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Default position          | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| External Auditor          | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Finance & Adm General Man | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Finance Admin             | S_ALR_87012277 - G/L Account<br>Balances   | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012277 - G/L Account<br>Balances   | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Financial & Accounting Su | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Financial Control Departm | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Financial Reporting Manag | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Financial Reporting Offic | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Financial Reporting Senio | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Financial Reporting Super | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Gen. Accounting Superviso | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Internal Auditor          | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Managerial Reporting Supe | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| MGM_REP                   | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| President Director        | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| SAP Support               | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Tax Manager               | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Tax Officer               | S_ALR_87012277 - G/L Account<br>Balances        | 1     |
| Accounting & Tax Officer  | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Accounting Administrator  | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Accounting Manager        | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Accounting Officer        | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Administration Staff      | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| AP & AR Control Superviso | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| AP Control Manager        | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| AP Controller             | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| AR Control Superintendent | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| AR NON Trade Control Serv | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| AR Officer                | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| AR Trade Control Service  | S_ALR_87012284 - Balance Sheet/P+L Statement    | 1     |
| Budget & Control Supervis | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Budget Officer            | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Default position          | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| External Auditor          | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Finance & Adm General Man | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Finance Admin             | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Finance Reporting Officer | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Financial & Accounting Su | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Financial Control Departm | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Financial Reporting Manag | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Financial Reporting Offic | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Financial Reporting Senio | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Financial Reporting Super | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Gen. Accounting Superviso | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Internal Auditor          | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Managerial Reporting Supe | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| MGM_REP                   | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| President Director        | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| SAP Support               | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Tax Manager               | S_ALR_87012284 - Balance Sheet/P+L<br>Statement | 1     |
| Tax Officer               | S_ALR_87012284 - Balance Sheet/P+L Statement    | 1     |
| Accounting & Tax Officer  | S_ALR_87012287 - Document Journal               | 1     |
| Accounting Administrator  | S_ALR_87012287 - Document Journal               | 1     |
| Accounting Manager        | S_ALR_87012287 - Document Journal               | 1     |
| Accounting Officer        | S_ALR_87012287 - Document Journal               | 1     |
| Administration Staff      | S_ALR_87012287 - Document Journal               | 1     |
| AP & AR Control Superviso | S_ALR_87012287 - Document Journal               | 1     |
| AP Control Manager        | S_ALR_87012287 - Document Journal               | 1     |
| AP Controller             | S_ALR_87012287 - Document Journal               | 1     |
| AR Control Superintendent | S_ALR_87012287 - Document Journal               | 1     |
| AR NON Trade Control Serv | S_ALR_87012287 - Document Journal               | 1     |
| AR Officer                | S_ALR_87012287 - Document Journal               | 1     |
| AR Trade Control Service  | S_ALR_87012287 - Document Journal               | 1     |
| Budget & Control Supervis | S_ALR_87012287 - Document Journal               | 1     |
| Budget Officer            | S_ALR_87012287 - Document Journal               | 1     |
| Default position          | S_ALR_87012287 - Document Journal               | 1     |
| Finance & Adm General Man | S_ALR_87012287 - Document Journal               | 1     |
| Finance Admin             | S_ALR_87012287 - Document Journal               | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012287 - Document Journal               | 1     |
| Finance Reporting Officer | S_ALR_87012287 - Document Journal               | 1     |
| Financial & Accounting Su | S_ALR_87012287 - Document Journal               | 1     |
| Financial Control Departm | S_ALR_87012287 - Document Journal               | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87012287 - Document Journal             | 1     |
| Financial Reporting Offic | S_ALR_87012287 - Document Journal             | 1     |
| Financial Reporting Senio | S_ALR_87012287 - Document Journal             | 1     |
| Financial Reporting Super | S_ALR_87012287 - Document Journal             | 1     |
| Gen. Accounting Superviso | S_ALR_87012287 - Document Journal             | 1     |
| Managerial Reporting Supe | S_ALR_87012287 - Document Journal             | 1     |
| MGM_REP                   | S_ALR_87012287 - Document Journal             | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012287 - Document Journal             | 1     |
| President Director        | S_ALR_87012287 - Document Journal             | 1     |
| Tax Manager               | S_ALR_87012287 - Document Journal             | 1     |
| Tax Officer               | S_ALR_87012287 - Document Journal             | 1     |
| External Auditor          | S_ALR_87012293 - Display of Changed Documents | 1     |
| Finance Reporting Officer | S_ALR_87012293 - Display of Changed Documents | 1     |
| Financial Reporting Manag | S_ALR_87012293 - Display of Changed Documents | 1     |
| Financial Reporting Offic | S_ALR_87012293 - Display of Changed Documents | 1     |
| Financial Reporting Senio | S_ALR_87012293 - Display of Changed Documents | 1     |
| Internal Auditor          | S_ALR_87012293 - Display of Changed Documents | 1     |
| SAP Support               | S_ALR_87012293 - Display of Changed Documents | 1     |
| Accounting & Tax Officer  | S_ALR_87012301 - G/L Account<br>Balances      | 1     |
| Accounting Administrator  | S_ALR_87012301 - G/L Account<br>Balances      | 1     |
| Accounting Manager        | S_ALR_87012301 - G/L Account<br>Balances      | 1     |
| Accounting Officer        | S_ALR_87012301 - G/L Account<br>Balances      | 1     |
| Administration Staff      | S_ALR_87012301 - G/L Account<br>Balances      | 1     |
| AP & AR Control Superviso | S_ALR_87012301 - G/L Account<br>Balances      | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| AP Control Manager        | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| AP Controller             | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| AR Control Superintendent | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| AR NON Trade Control Serv | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| AR Officer                | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| AR Trade Control Service  | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Budget & Control Supervis | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Budget Officer            | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Default position          | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Finance & Adm General Man | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Finance Admin             | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Finance Reporting Officer | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Financial & Accounting Su | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Financial Control Departm | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Financial Reporting Manag | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Financial Reporting Offic | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Financial Reporting Senio | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Financial Reporting Super | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Gen. Accounting Superviso | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Managerial Reporting Supe | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| MGM_REP                   | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012301 - G/L Account<br>Balances | 1     |
| President Director        | S_ALR_87012301 - G/L Account<br>Balances | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Tax Manager               | S_ALR_87012301 - G/L Account<br>Balances         | 1     |
| Tax Officer               | S_ALR_87012301 - G/L Account<br>Balances         | 1     |
| Accounting & Tax Officer  | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Accounting Administrator  | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Accounting Manager        | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Accounting Officer        | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Administration Staff      | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AP & AR Control Superviso | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AP Control Manager        | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AP Controller             | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AR Control Superintendent | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AR NON Trade Control Serv | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AR Officer                | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| AR Trade Control Service  | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Budget & Control Supervis | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Budget Officer            | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Default position          | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| External Auditor          | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Finance & Adm General Man | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Finance Admin             | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Finance Reporting Officer | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Financial & Accounting Su | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Financial Control Departm | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Financial Reporting Offic | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Financial Reporting Senio | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Financial Reporting Super | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Gen. Accounting Superviso | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Internal Auditor          | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Managerial Reporting Supe | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| MGM_REP                   | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| President Director        | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| SAP Support               | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Tax Manager               | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| Tax Officer               | S_ALR_87012308 - Display Changes to G/L Accounts | 1     |
| SAP Support               | S_ALR_87012309 - Cash Journal                    | 1     |
| Accounting Administrator  | S_ALR_87012326 - Chart of Accounts               | 1     |
| Accounting Manager        | S_ALR_87012326 - Chart of Accounts               | 1     |
| Accounting Officer        | S_ALR_87012326 - Chart of Accounts               | 1     |
| AP & AR Control Superviso | S_ALR_87012326 - Chart of Accounts               | 1     |
| AP Control Superintendent | S_ALR_87012326 - Chart of Accounts               | 1     |
| AR Control Superintendent | S_ALR_87012326 - Chart of Accounts               | 1     |
| Budget & Control Supervis | S_ALR_87012326 - Chart of Accounts               | 1     |
| Budget Officer            | S_ALR_87012326 - Chart of Accounts               | 1     |
| External Auditor          | S_ALR_87012326 - Chart of Accounts               | 1     |
| Finance & Adm General Man | S_ALR_87012326 - Chart of Accounts               | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Admin             | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Finance Reporting Officer | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Financial & Accounting Su | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Financial Control Departm | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Financial Reporting Manag | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Financial Reporting Offic | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Financial Reporting Senio | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Financial Reporting Super | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Gen. Accounting Superviso | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Internal Auditor          | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Managerial Reporting Supe | S_ALR_87012326 - Chart of Accounts                  | 1     |
| MGM_REP                   | S_ALR_87012326 - Chart of Accounts                  | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012326 - Chart of Accounts                  | 1     |
| President Director        | S_ALR_87012326 - Chart of Accounts                  | 1     |
| SAP Support               | S_ALR_87012326 - Chart of Accounts                  | 1     |
| External Auditor          | S_ALR_87012328 - G/L Account List                   | 1     |
| Finance Reporting Officer | S_ALR_87012328 - G/L Account List                   | 1     |
| Financial Reporting Manag | S_ALR_87012328 - G/L Account List                   | 1     |
| Financial Reporting Offic | S_ALR_87012328 - G/L Account List                   | 1     |
| Financial Reporting Senio | S_ALR_87012328 - G/L Account List                   | 1     |
| Internal Auditor          | S_ALR_87012328 - G/L Account List                   | 1     |
| SAP Support               | S_ALR_87012328 - G/L Account List                   | 1     |
| Accounting & Tax Officer  | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Accounting Administrator  | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Accounting Manager        | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Accounting Officer        | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Administration Staff      | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AP & AR Control Superviso | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AP Control Manager        | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AP Controller             | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AR Control Superintendent | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AR NON Trade Control Serv | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AR Officer                | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| AR Trade Control Service  | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Budget & Control Supervis | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Budget Officer            | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Default position          | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Finance & Adm General Man | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Finance Admin             | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Finance Reporting Officer | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Financial & Accounting Su | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Financial Control Departm | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Financial Reporting Manag | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Financial Reporting Offic | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Financial Reporting Senio | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |
| Financial Reporting Super | S_ALR_87012332 - Customer / Vendor / G/L Account | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Gen. Accounting Superviso | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| Managerial Reporting Supe | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| MGM_REP                   | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| President Director        | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| Tax Manager               | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| Tax Officer               | S_ALR_87012332 - Customer / Vendor<br>/ G/L Account | 1     |
| Accounting Administrator  | S_ALR_87012333 - G/L accounts list                  | 1     |
| Accounting Manager        | S_ALR_87012333 - G/L accounts list                  | 1     |
| Accounting Officer        | S_ALR_87012333 - G/L accounts list                  | 1     |
| AP & AR Control Superviso | S_ALR_87012333 - G/L accounts list                  | 1     |
| Finance Admin             | S_ALR_87012333 - G/L accounts list                  | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012333 - G/L accounts list                  | 1     |
| Finance Reporting Officer | S_ALR_87012333 - G/L accounts list                  | 1     |
| Financial & Accounting Su | S_ALR_87012333 - G/L accounts list                  | 1     |
| Financial Control Departm | S_ALR_87012333 - G/L accounts list                  | 1     |
| Financial Reporting Manag | S_ALR_87012333 - G/L accounts list                  | 1     |
| Financial Reporting Offic | S_ALR_87012333 - G/L accounts list                  | 1     |
| Financial Reporting Senio | S_ALR_87012333 - G/L accounts list                  | 1     |
| Financial Reporting Super | S_ALR_87012333 - G/L accounts list                  | 1     |
| Gen. Accounting Superviso | S_ALR_87012333 - G/L accounts list                  | 1     |
| President Director        | S_ALR_87012333 - G/L accounts list                  | 1     |
| Accounting & Tax Officer  | S_ALR_87012346 - Recurring Entry<br>Documents       | 1     |
| Accounting Administrator  | S_ALR_87012346 - Recurring Entry<br>Documents       | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Accounting Manager        | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Accounting Officer        | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Administration Staff      | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AP & AR Control Superviso | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AP Control Manager        | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AP Controller             | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AR Control Superintendent | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AR NON Trade Control Serv | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AR Officer                | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| AR Trade Control Service  | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Budget & Control Supervis | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Budget Officer            | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Default position          | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Finance & Adm General Man | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Finance Admin             | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Finance Reporting Officer | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Financial & Accounting Su | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Financial Control Departm | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Financial Reporting Manag | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Financial Reporting Offic | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Financial Reporting Senio | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Financial Reporting Super | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Gen. Accounting Superviso | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Managerial Reporting Supe | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| MGM_REP                   | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| President Director        | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Tax Manager               | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| Tax Officer               | S_ALR_87012346 - Recurring Entry<br>Documents | 1     |
| External Auditor          | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| Finance Reporting Officer | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| Financial Reporting Manag | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| Financial Reporting Offic | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| Financial Reporting Senio | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| Internal Auditor          | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| SAP Support               | S_ALR_87012365 - Tax Information<br>(Country) | 1     |
| Accounting Administrator  | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Accounting Manager        | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Accounting Officer        | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| AP & AR Control Superviso | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Asset Officer             | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Building & General Asset  | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Contract & Doc. Control O | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| External Auditor          | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Finance & Adm General Man | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Finance Admin             | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012936 - Depreciation<br>Simulation   | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Financial & Accounting Su | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Financial Control Departm | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Financial Reporting Manag | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Financial Reporting Offic | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Financial Reporting Senio | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Financial Reporting Super | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Gen. Accounting Superviso | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Internal Auditor          | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| President Director        | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| SAP Support               | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87012936 - Depreciation<br>Simulation      | 1     |
| Accounting Administrator  | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Accounting Manager        | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Accounting Officer        | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| AP & AR Control Superviso | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Asset Officer             | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Budget & Control Supervis | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Budget Officer            | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Building & General Asset  | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Elect. P & C Engineer     | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Electrical Supervisor     | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Engineering Manager       | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| External Auditor          | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Finance & Adm General Man | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Finance Admin             | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Finance Reporting Officer | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Financial & Accounting Su | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Financial Control Departm | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Financial Reporting Manag | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Financial Reporting Offic | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Financial Reporting Senio | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Financial Reporting Super | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Gen. Accounting Superviso | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Internal Auditor          | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Managerial Reporting Supe | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Mech & Elect Superintende | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Mech. P & C Engineer      | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Mechanical Supervisor     | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| MGM_REP                   | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Mgt Reporting & Budget Se | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| P&C Superintendent        | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Plant Maintenance Officer | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| President Director        | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| SAP Support               | S_ALR_87012993 - Orders:<br>Actual/plan/variance | 1     |
| Accounting Administrator  | S_ALR_87013019 - List: Budget/Actual/Commitments | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Accounting Manager        | S_ALR_87013019 - List: Budget/Actual/Commitments      | 1     |
| Accounting Officer        | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| AP & AR Control Superviso | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Budget & Control Supervis | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Budget Officer            | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Finance & Adm General Man | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Finance Admin             | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Finance Reporting Officer | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Financial & Accounting Su | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Financial Control Departm | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Financial Reporting Manag | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Financial Reporting Offic | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Financial Reporting Senio | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Financial Reporting Super | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Gen. Accounting Superviso | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Managerial Reporting Supe | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| MGM_REP                   | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| President Director        | S_ALR_87013019 - List:<br>Budget/Actual/Commitments   | 1     |
| External Auditor          | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |
| Finance Reporting Officer | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |
| Financial Reporting Manag | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |
| Financial Reporting Offic | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |
| Internal Auditor          | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |
| SAP Support               | S_ALR_87013095 -<br>Target/Actual/Production Variance | 1     |
| Accounting Administrator  | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Accounting Manager        | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Accounting Officer        | S_ALR_87013098 - Variance<br>Categories               | 1     |
| AP & AR Control Superviso | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Budget & Control Supervis | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Budget Officer            | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Finance & Adm General Man | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Finance Admin             | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Finance Reporting Officer | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Financial & Accounting Su | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Financial Control Departm | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Financial Reporting Manag | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Financial Reporting Offic | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Financial Reporting Senio | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Financial Reporting Super | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Gen. Accounting Superviso | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Managerial Reporting Supe | S_ALR_87013098 - Variance<br>Categories               | 1     |
| MGM_REP                   | S_ALR_87013098 - Variance<br>Categories               | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013098 - Variance<br>Categories               | 1     |
| President Director        | S_ALR_87013098 - Variance<br>Categories               | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| External Auditor          | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| Finance Reporting Officer | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| Financial Reporting Manag | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| Financial Reporting Offic | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| Financial Reporting Senio | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| Internal Auditor          | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| SAP Support               | S_ALR_87013104 - Sales Order<br>Selection | 1     |
| Accounting Administrator  | S_ALR_87013127 - Order Selection          | 1     |
| Accounting Manager        | S_ALR_87013127 - Order Selection          | 1     |
| Accounting Officer        | S_ALR_87013127 - Order Selection          | 1     |
| AP & AR Control Superviso | S_ALR_87013127 - Order Selection          | 1     |
| Budget & Control Supervis | S_ALR_87013127 - Order Selection          | 1     |
| Budget Officer            | S_ALR_87013127 - Order Selection          | 1     |
| External Auditor          | S_ALR_87013127 - Order Selection          | 1     |
| Finance & Adm General Man | S_ALR_87013127 - Order Selection          | 1     |
| Finance Admin             | S_ALR_87013127 - Order Selection          | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013127 - Order Selection          | 1     |
| Finance Reporting Officer | S_ALR_87013127 - Order Selection          | 1     |
| Financial & Accounting Su | S_ALR_87013127 - Order Selection          | 1     |
| Financial Control Departm | S_ALR_87013127 - Order Selection          | 1     |
| Financial Reporting Manag | S_ALR_87013127 - Order Selection          | 1     |
| Financial Reporting Offic | S_ALR_87013127 - Order Selection          | 1     |
| Financial Reporting Senio | S_ALR_87013127 - Order Selection          | 1     |
| Financial Reporting Super | S_ALR_87013127 - Order Selection          | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Gen. Accounting Superviso | S_ALR_87013127 - Order Selection                         | 1     |
| Internal Auditor          | S_ALR_87013127 - Order Selection                         | 1     |
| Managerial Reporting Supe | S_ALR_87013127 - Order Selection                         | 1     |
| MGM_REP                   | S_ALR_87013127 - Order Selection                         | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013127 - Order Selection                         | 1     |
| President Director        | S_ALR_87013127 - Order Selection                         | 1     |
| SAP Support               | S_ALR_87013127 - Order Selection                         | 1     |
| External Auditor          | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| Finance Reporting Officer | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| Financial Reporting Manag | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| Financial Reporting Offic | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| Financial Reporting Senio | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| Internal Auditor          | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| SAP Support               | S_ALR_87013139 -<br>Target/Actual/Prod.Variances: Cum.   | 1     |
| External Auditor          | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| Finance Reporting Officer | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| Financial Reporting Manag | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| Financial Reporting Offic | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| Financial Reporting Senio | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| Internal Auditor          | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| SAP Support               | S_ALR_87013142 - Target/Actual<br>Comparison: Cumulative | 1     |
| Accounting Administrator  | S_ALR_87013149 - Variance<br>Categories: Periods         | 1     |
| Accounting Manager        | S_ALR_87013149 - Variance<br>Categories: Periods         | 1     |
| Accounting Officer        | S_ALR_87013149 - Variance<br>Categories: Periods         | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| AP & AR Control Superviso | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Budget & Control Supervis | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Budget Officer            | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Finance & Adm General Man | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Finance Admin             | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Finance Reporting Officer | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Financial & Accounting Su | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Financial Control Departm | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Financial Reporting Manag | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Financial Reporting Offic | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Financial Reporting Senio | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Financial Reporting Super | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Gen. Accounting Superviso | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Managerial Reporting Supe | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| MGM_REP                   | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| President Director        | S_ALR_87013149 - Variance<br>Categories: Periods | 1     |
| External Auditor          | S_ALR_87013151 - Actual/WIP:<br>Cumulative       | 1     |
| Finance Reporting Officer | S_ALR_87013151 - Actual/WIP:<br>Cumulative       | 1     |
| Financial Reporting Manag | S_ALR_87013151 - Actual/WIP:<br>Cumulative       | 1     |
| Financial Reporting Offic | S_ALR_87013151 - Actual/WIP:<br>Cumulative       | 1     |
| Financial Reporting Senio | S_ALR_87013151 - Actual/WIP:<br>Cumulative       | 1     |
| Internal Auditor          | S_ALR_87013151 - Actual/WIP:<br>Cumulative       | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | S_ALR_87013151 - Actual/WIP:<br>Cumulative              | 1     |
| Accounting Administrator  | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Accounting Manager        | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Accounting Officer        | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| AP & AR Control Superviso | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Budget & Control Supervis | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Budget Officer            | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Finance & Adm General Man | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Finance Admin             | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Finance Reporting Officer | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Financial & Accounting Su | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Financial Control Departm | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Financial Reporting Manag | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Financial Reporting Offic | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Financial Reporting Senio | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Financial Reporting Super | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Gen. Accounting Superviso | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Managerial Reporting Supe | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| MGM_REP                   | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| President Director        | S_ALR_87013168 - Plan/Actual<br>Comparison              | 1     |
| SAP Support               | S_ALR_87013340 - PrCtr Group:<br>Plan/Actual Comparison | 1     |
| Asset Officer             | S_ALR_87013425 - Maintenance<br>Scheduling Overview     | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Building & General Asset  | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Elect. P & C Engineer     | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Electrical Supervisor     | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Engineering Manager       | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Mech & Elect Superintende | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Mech. P & C Engineer      | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Mechanical Supervisor     | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| P&C Superintendent        | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Plant Maintenance Officer | S_ALR_87013425 - Maintenance<br>Scheduling Overview | 1     |
| Asset Officer             | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Building & General Asset  | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Elect. P & C Engineer     | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Electrical Supervisor     | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Engineering Manager       | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Mech & Elect Superintende | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Mech. P & C Engineer      | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Mechanical Supervisor     | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| P&C Superintendent        | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Plant Maintenance Officer | S_ALR_87013426 - Maintenance Plan<br>Costing        | 1     |
| Asset Officer             | S_ALR_87013427 - Object Costing                     | 1     |
| Building & General Asset  | S_ALR_87013427 - Object Costing                     | 1     |
| Elect. P & C Engineer     | S_ALR_87013427 - Object Costing                     | 1     |
| Electrical Supervisor     | S_ALR_87013427 - Object Costing                     | 1     |
| Engineering Manager       | S_ALR_87013427 - Object Costing                     | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Mech & Elect Superintende | S_ALR_87013427 - Object Costing                    | 1     |
| Mech. P & C Engineer      | S_ALR_87013427 - Object Costing                    | 1     |
| Mechanical Supervisor     | S_ALR_87013427 - Object Costing                    | 1     |
| P&C Superintendent        | S_ALR_87013427 - Object Costing                    | 1     |
| Plant Maintenance Officer | S_ALR_87013427 - Object Costing                    | 1     |
| Asset Officer             | S_ALR_87013428 - Package Sequence                  | 1     |
| Building & General Asset  | S_ALR_87013428 - Package Sequence                  | 1     |
| Elect. P & C Engineer     | S_ALR_87013428 - Package Sequence                  | 1     |
| Electrical Supervisor     | S_ALR_87013428 - Package Sequence                  | 1     |
| Engineering Manager       | S_ALR_87013428 - Package Sequence                  | 1     |
| Mech & Elect Superintende | S_ALR_87013428 - Package Sequence                  | 1     |
| Mech. P & C Engineer      | S_ALR_87013428 - Package Sequence                  | 1     |
| Mechanical Supervisor     | S_ALR_87013428 - Package Sequence                  | 1     |
| P&C Superintendent        | S_ALR_87013428 - Package Sequence                  | 1     |
| Plant Maintenance Officer | S_ALR_87013428 - Package Sequence                  | 1     |
| Asset Officer             | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Building & General Asset  | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Elect. P & C Engineer     | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Electrical Supervisor     | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Engineering Manager       | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Mech & Elect Superintende | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Mech. P & C Engineer      | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Mechanical Supervisor     | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| P&C Superintendent        | S_ALR_87013431 - Confirmation Using Operation List | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Plant Maintenance Officer | S_ALR_87013431 - Confirmation Using Operation List | 1     |
| Asset Officer             | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Building & General Asset  | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Elect. P & C Engineer     | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Electrical Supervisor     | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Engineering Manager       | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Mech & Elect Superintende | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Mech. P & C Engineer      | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Mechanical Supervisor     | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| P&C Superintendent        | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Plant Maintenance Officer | S_ALR_87013432 - Display<br>Confirmations          | 1     |
| Asset Officer             | S_ALR_87013433 - Display Document Flow             | 1     |
| Building & General Asset  | S_ALR_87013433 - Display Document Flow             | 1     |
| Elect. P & C Engineer     | S_ALR_87013433 - Display Document Flow             | 1     |
| Electrical Supervisor     | S_ALR_87013433 - Display Document Flow             | 1     |
| Engineering Manager       | S_ALR_87013433 - Display Document Flow             | 1     |
| Mech & Elect Superintende | S_ALR_87013433 - Display Document Flow             | 1     |
| Mech. P & C Engineer      | S_ALR_87013433 - Display Document Flow             | 1     |
| Mechanical Supervisor     | S_ALR_87013433 - Display Document Flow             | 1     |
| P&C Superintendent        | S_ALR_87013433 - Display Document Flow             | 1     |
| Plant Maintenance Officer | S_ALR_87013433 - Display Document Flow             | 1     |
| Asset Officer             | S_ALR_87013434 - Material Where-<br>used List      | 1     |
| Building & General Asset  | S_ALR_87013434 - Material Where-<br>used List      | 1     |
| Elect. P & C Engineer     | S_ALR_87013434 - Material Where-<br>used List      | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| Electrical Supervisor           | S_ALR_87013434 - Material Where-<br>used List         | 1     |
| Engineering Manager             | S_ALR_87013434 - Material Where-<br>used List         | 1     |
| Mech & Elect Superintende       | S_ALR_87013434 - Material Where-<br>used List         | 1     |
| Mech. P & C Engineer            | S_ALR_87013434 - Material Where-<br>used List         | 1     |
| Mechanical Supervisor           | S_ALR_87013434 - Material Where-used List             | 1     |
| P&C Superintendent              | S_ALR_87013434 - Material Where-<br>used List         | 1     |
| Plant Maintenance Officer       | S_ALR_87013434 - Material Where-<br>used List         | 1     |
| Accounting Officer              | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Administration Staff            | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Asset Officer                   | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Budget & Control Supervis       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Budget Officer                  | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Building & General Asset        | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Commuication & Relation Officer | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Community Rel Admin Suppo       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Contract & Doc. Control O       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Default position                | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| ER & LM Admin Officer           | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| External Auditor                | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Finance & Adm General Man       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Finance Admin                   | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Finance Reporting Officer       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial & Accounting Su       | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Control Departm | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Manag | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Offic | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Senio | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Super | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Internal Auditor          | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Managerial Reporting Supe | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Mech & Elect Superintende | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| MGM_REP                   | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| P&C Superintendent        | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Planning & Design Eng.    | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Production Administration | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Project Officer           | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| SAP Support               | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013531 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Accounting Officer        | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |
| Administration Staff      | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |
| Asset Officer             | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |
| Budget & Control Supervis | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |
| Budget Officer            | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |
| Building & General Asset  | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |
| Coal Handling Inf. Dev. & | S_ALR_87013532 -<br>Plan/Actual/Variance              | 1     |

| HR Position                     | Code Matrix                              | Count |
|---------------------------------|--|-------|
| Commuication & Relation Officer | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Community Rel Admin Suppo       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Contract & Doc. Control O       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Default position                | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| ER & LM Admin Officer           | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Finance & Adm General Man       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Finance Admin                   | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Finance Reporting Officer       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Financial & Accounting Su       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Financial Control Departm       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Financial Reporting Manag       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Financial Reporting Offic       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Financial Reporting Super       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Managerial Reporting Supe       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Mech & Elect Superintende       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| MGM_REP                         | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| P&C Superintendent              | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Planning & Design Eng.          | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Production Administration       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Project Officer                 | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| SAP Support                     | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013532 -<br>Plan/Actual/Variance | 1     |

| HR Position                     | Code Matrix  | Count |
|---------------------------------|--|-------|
| Accounting Officer              | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Budget & Control Supervis       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Budget Officer                  | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Finance & Adm General Man       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Finance Admin                   | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Finance Reporting Officer       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Financial & Accounting Su       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Financial Control Departm       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Financial Reporting Manag       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Financial Reporting Offic       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Financial Reporting Super       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Managerial Reporting Supe       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| MGM_REP                         | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013542 -<br>Actual/Comm/Total/Plan in COAr | 1     |
| Accounting Officer              | S_ALR_87013556 - Funds Overview                    | 1     |
| Administration Staff            | S_ALR_87013556 - Funds Overview                    | 1     |
| Asset Officer                   | S_ALR_87013556 - Funds Overview                    | 1     |
| Budget & Control Supervis       | S_ALR_87013556 - Funds Overview                    | 1     |
| Budget Officer                  | S_ALR_87013556 - Funds Overview                    | 1     |
| Building & General Asset        | S_ALR_87013556 - Funds Overview                    | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013556 - Funds Overview                    | 1     |
| Commuication & Relation Officer | S_ALR_87013556 - Funds Overview                    | 1     |
| Community Rel Admin Suppo       | S_ALR_87013556 - Funds Overview                    | 1     |
| Contract & Doc. Control O       | S_ALR_87013556 - Funds Overview                    | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Default position          | S_ALR_87013556 - Funds Overview            | 1     |
| ER & LM Admin Officer     | S_ALR_87013556 - Funds Overview            | 1     |
| Finance & Adm General Man | S_ALR_87013556 - Funds Overview            | 1     |
| Finance Admin             | S_ALR_87013556 - Funds Overview            | 1     |
| Finance Reporting Officer | S_ALR_87013556 - Funds Overview            | 1     |
| Financial & Accounting Su | S_ALR_87013556 - Funds Overview            | 1     |
| Financial Control Departm | S_ALR_87013556 - Funds Overview            | 1     |
| Financial Reporting Manag | S_ALR_87013556 - Funds Overview            | 1     |
| Financial Reporting Offic | S_ALR_87013556 - Funds Overview            | 1     |
| Financial Reporting Super | S_ALR_87013556 - Funds Overview            | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013556 - Funds Overview            | 1     |
| Managerial Reporting Supe | S_ALR_87013556 - Funds Overview            | 1     |
| Mech & Elect Superintende | S_ALR_87013556 - Funds Overview            | 1     |
| MGM_REP                   | S_ALR_87013556 - Funds Overview            | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013556 - Funds Overview            | 1     |
| P&C Superintendent        | S_ALR_87013556 - Funds Overview            | 1     |
| Planning & Design Eng.    | S_ALR_87013556 - Funds Overview            | 1     |
| Production Administration | S_ALR_87013556 - Funds Overview            | 1     |
| Project Officer           | S_ALR_87013556 - Funds Overview            | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013556 - Funds Overview            | 1     |
| Accounting Officer        | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Administration Staff      | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Asset Officer             | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Budget & Control Supervis | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Budget Officer                  | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Building & General Asset        | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Commuication & Relation Officer | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Community Rel Admin Suppo       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Contract & Doc. Control O       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Default position                | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Elect. P & C Engineer           | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Engineering Manager             | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| ER & LM Admin Officer           | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Finance & Adm General Man       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Finance Admin                   | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Finance Reporting Officer       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Financial & Accounting Su       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Financial Control Departm       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Financial Reporting Manag       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Financial Reporting Offic       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Financial Reporting Super       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Managerial Reporting Supe       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Mech & Elect Superintende       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Mech. P & C Engineer            | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| MGM_REP                         | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013557 -<br>Budget/Actual/Variance | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| P&C Superintendent              | S_ALR_87013557 -<br>Budget/Actual/Variance      | 1     |
| Planning & Design Eng.          | S_ALR_87013557 -<br>Budget/Actual/Variance      | 1     |
| Production Administration       | S_ALR_87013557 -<br>Budget/Actual/Variance      | 1     |
| Project Officer                 | S_ALR_87013557 -<br>Budget/Actual/Variance      | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013557 -<br>Budget/Actual/Variance      | 1     |
| Accounting Manager              | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Accounting Officer              | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Administration Staff            | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| AP Control Manager              | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| AR Control Manager              | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Area 1 Marketing & S. man       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Area 2 Marketing & S. man       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Area 3 Marketing & S. man       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Asset Officer                   | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Bank & Trade Finance Mana       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Binungan Mine Operation A       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Budget & Control Supervis       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Budget Officer                  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Building & General Asset        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Business Analyst Manager        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Commuication & Relation Officer | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Community Rel Admin Suppo       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Contract & Doc. Control O       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Corporate Affair Manager  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Corporate Communication G | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Corporate Legal Manager   | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Corporate Legal Senior Ma | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Corporate Support Senior  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Cost Estimator & Control  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Default position          | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Elect. P & C Engineer     | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| EMS Area 1 Manager        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Energy Management Serv. G | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Engineering Manager       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Environment Manager       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| ER & LM Admin Officer     | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| ER & OHSE Training Manage | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| External Auditor          | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| External Relation & Land  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Finance & Adm General Man | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Finance Admin             | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Finance Deputy Director   | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Finance Reporting Officer | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Financial & Accounting Su | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Financial Control Departm | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Financial Reporting Manag | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Financial Reporting Senio | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Financial Reporting Super | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Gen. Service & Logistic G | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| General Affair Manager    | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Geology & Exploration Man | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Geotechnic & Hydrology Ma | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| H.S.E General Manager     | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| HR & GA Manager - JKT     | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| HR Development Manager    | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| HRGA General Manager      | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Internal Audit Manager    | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Internal Auditor          | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| IT & MIS General Manager  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| IT Manager                | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Land Acquisition & Manage | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Lati Mine Opertaion Manag | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Logistic Manager          | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Managerial Reporting Supe | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Marketing & transp. Direc | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Marketing & transp.Deputy | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Marketing Support Officer | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mech & Elect Superintende | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Mech. P & C Engineer      | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| MGM_REP                   | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mine Closure Manager      | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mine Contract Management  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mine Dev & Geology Genera | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mine Plan & Control Manag | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Mining General Manager    | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| MIS Manager               | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| O.H.S. Manager            | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Operation Deputy Director | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Operation Director        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| P&C Superintendent        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| P. Quality & D. Control M | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Planning & Design Eng.    | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Port & Barging Opt. Manag | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| President Director        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Production Administration | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Project Officer           | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Purchasing Manager        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| QHSE System Compliance Ma | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Risk Mgt. Compl. & Policy | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| Sambarata Mine Operation  | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |
| SAP Support               | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem. | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| Security Manager                | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Shared Service Unit Gener       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Shipping Manager                | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Tax Manager                     | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Technical Service Manager       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Transp. & Sales Adm. Gene       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Transport & Shipment Mana       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Transport Analyst               | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Treasury & Bangking Manag       | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Treasury General Manager        | S_ALR_87013558 -<br>Budget/Actual/Commitmt/Rem.         | 1     |
| Accounting Officer              | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Administration Staff            | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Asset Officer                   | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Budget & Control Supervis       | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Budget Officer                  | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Building & General Asset        | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Commuication & Relation Officer | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Community Rel Admin Suppo       | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Contract & Doc. Control O       | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Default position                | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| ER & LM Admin Officer           | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Finance & Adm General Man       | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Admin             | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Finance Reporting Officer | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Financial & Accounting Su | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Financial Control Departm | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Financial Reporting Manag | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Financial Reporting Offic | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Financial Reporting Super | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Managerial Reporting Supe | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Mech & Elect Superintende | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| MGM_REP                   | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| P&C Superintendent        | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Planning & Design Eng.    | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Production Administration | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Project Officer           | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013559 -<br>Budget/Distributed/Plan/Distributed | 1     |
| Accounting Officer        | S_ALR_87013560 - Budget updates                         | 1     |
| Administration Staff      | S_ALR_87013560 - Budget updates                         | 1     |
| Asset Officer             | S_ALR_87013560 - Budget updates                         | 1     |
| Budget & Control Supervis | S_ALR_87013560 - Budget updates                         | 1     |
| Budget Officer            | S_ALR_87013560 - Budget updates                         | 1     |
| Building & General Asset  | S_ALR_87013560 - Budget updates                         | 1     |
| Coal Handling Inf. Dev. & | S_ALR_87013560 - Budget updates                         | 1     |

| HR Position                     | Code Matrix                     | Count |
|---------------------------------|---------------------------------|-------|
| Commuication & Relation Officer | S_ALR_87013560 - Budget updates | 1     |
| Community Rel Admin Suppo       | S_ALR_87013560 - Budget updates | 1     |
| Contract & Doc. Control O       | S_ALR_87013560 - Budget updates | 1     |
| Default position                | S_ALR_87013560 - Budget updates | 1     |
| Elect. P & C Engineer           | S_ALR_87013560 - Budget updates | 1     |
| Engineering Manager             | S_ALR_87013560 - Budget updates | 1     |
| ER & LM Admin Officer           | S_ALR_87013560 - Budget updates | 1     |
| External Auditor                | S_ALR_87013560 - Budget updates | 1     |
| Finance & Adm General Man       | S_ALR_87013560 - Budget updates | 1     |
| Finance Admin                   | S_ALR_87013560 - Budget updates | 1     |
| Finance Reporting Officer       | S_ALR_87013560 - Budget updates | 1     |
| Financial & Accounting Su       | S_ALR_87013560 - Budget updates | 1     |
| Financial Control Departm       | S_ALR_87013560 - Budget updates | 1     |
| Financial Reporting Manag       | S_ALR_87013560 - Budget updates | 1     |
| Financial Reporting Offic       | S_ALR_87013560 - Budget updates | 1     |
| Financial Reporting Senio       | S_ALR_87013560 - Budget updates | 1     |
| Financial Reporting Super       | S_ALR_87013560 - Budget updates | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013560 - Budget updates | 1     |
| Internal Auditor                | S_ALR_87013560 - Budget updates | 1     |
| Managerial Reporting Supe       | S_ALR_87013560 - Budget updates | 1     |
| Mech & Elect Superintende       | S_ALR_87013560 - Budget updates | 1     |
| Mech. P & C Engineer            | S_ALR_87013560 - Budget updates | 1     |
| MGM_REP                         | S_ALR_87013560 - Budget updates | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013560 - Budget updates | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| P&C Superintendent              | S_ALR_87013560 - Budget updates       | 1     |
| Planning & Design Eng.          | S_ALR_87013560 - Budget updates       | 1     |
| Production Administration       | S_ALR_87013560 - Budget updates       | 1     |
| Project Officer                 | S_ALR_87013560 - Budget updates       | 1     |
| SAP Support                     | S_ALR_87013560 - Budget updates       | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013560 - Budget updates       | 1     |
| Accounting Officer              | S_ALR_87013561 - Availability Control | 1     |
| Administration Staff            | S_ALR_87013561 - Availability Control | 1     |
| Asset Officer                   | S_ALR_87013561 - Availability Control | 1     |
| Budget & Control Supervis       | S_ALR_87013561 - Availability Control | 1     |
| Budget Officer                  | S_ALR_87013561 - Availability Control | 1     |
| Building & General Asset        | S_ALR_87013561 - Availability Control | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013561 - Availability Control | 1     |
| Commuication & Relation Officer | S_ALR_87013561 - Availability Control | 1     |
| Community Rel Admin Suppo       | S_ALR_87013561 - Availability Control | 1     |
| Contract & Doc. Control O       | S_ALR_87013561 - Availability Control | 1     |
| Default position                | S_ALR_87013561 - Availability Control | 1     |
| ER & LM Admin Officer           | S_ALR_87013561 - Availability Control | 1     |
| Finance & Adm General Man       | S_ALR_87013561 - Availability Control | 1     |
| Finance Admin                   | S_ALR_87013561 - Availability Control | 1     |
| Finance Reporting Officer       | S_ALR_87013561 - Availability Control | 1     |
| Financial & Accounting Su       | S_ALR_87013561 - Availability Control | 1     |
| Financial Control Departm       | S_ALR_87013561 - Availability Control | 1     |
| Financial Reporting Manag       | S_ALR_87013561 - Availability Control | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Financial Reporting Offic       | S_ALR_87013561 - Availability Control | 1     |
| Financial Reporting Super       | S_ALR_87013561 - Availability Control | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013561 - Availability Control | 1     |
| Managerial Reporting Supe       | S_ALR_87013561 - Availability Control | 1     |
| Mech & Elect Superintende       | S_ALR_87013561 - Availability Control | 1     |
| MGM_REP                         | S_ALR_87013561 - Availability Control | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013561 - Availability Control | 1     |
| P&C Superintendent              | S_ALR_87013561 - Availability Control | 1     |
| Planning & Design Eng.          | S_ALR_87013561 - Availability Control | 1     |
| Production Administration       | S_ALR_87013561 - Availability Control | 1     |
| Project Officer                 | S_ALR_87013561 - Availability Control | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013561 - Availability Control | 1     |
| Accounting Officer              | S_ALR_87013562 - Annual Overview      | 1     |
| Administration Staff            | S_ALR_87013562 - Annual Overview      | 1     |
| Asset Officer                   | S_ALR_87013562 - Annual Overview      | 1     |
| Budget & Control Supervis       | S_ALR_87013562 - Annual Overview      | 1     |
| Budget Officer                  | S_ALR_87013562 - Annual Overview      | 1     |
| Building & General Asset        | S_ALR_87013562 - Annual Overview      | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013562 - Annual Overview      | 1     |
| Commuication & Relation Officer | S_ALR_87013562 - Annual Overview      | 1     |
| Community Rel Admin Suppo       | S_ALR_87013562 - Annual Overview      | 1     |
| Contract & Doc. Control O       | S_ALR_87013562 - Annual Overview      | 1     |
| Default position                | S_ALR_87013562 - Annual Overview      | 1     |
| ER & LM Admin Officer           | S_ALR_87013562 - Annual Overview      | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance & Adm General Man | S_ALR_87013562 - Annual Overview | 1     |
| Finance Admin             | S_ALR_87013562 - Annual Overview | 1     |
| Finance Reporting Officer | S_ALR_87013562 - Annual Overview | 1     |
| Financial & Accounting Su | S_ALR_87013562 - Annual Overview | 1     |
| Financial Control Departm | S_ALR_87013562 - Annual Overview | 1     |
| Financial Reporting Manag | S_ALR_87013562 - Annual Overview | 1     |
| Financial Reporting Offic | S_ALR_87013562 - Annual Overview | 1     |
| Financial Reporting Super | S_ALR_87013562 - Annual Overview | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013562 - Annual Overview | 1     |
| Managerial Reporting Supe | S_ALR_87013562 - Annual Overview | 1     |
| Mech & Elect Superintende | S_ALR_87013562 - Annual Overview | 1     |
| MGM_REP                   | S_ALR_87013562 - Annual Overview | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013562 - Annual Overview | 1     |
| P&C Superintendent        | S_ALR_87013562 - Annual Overview | 1     |
| Planning & Design Eng.    | S_ALR_87013562 - Annual Overview | 1     |
| Production Administration | S_ALR_87013562 - Annual Overview | 1     |
| Project Officer           | S_ALR_87013562 - Annual Overview | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013562 - Annual Overview | 1     |
| Accounting Officer        | S_ALR_87013563 - Structure       | 1     |
| Administration Staff      | S_ALR_87013563 - Structure       | 1     |
| Asset Officer             | S_ALR_87013563 - Structure       | 1     |
| Budget & Control Supervis | S_ALR_87013563 - Structure       | 1     |
| Budget Officer            | S_ALR_87013563 - Structure       | 1     |
| Building & General Asset  | S_ALR_87013563 - Structure       | 1     |

| HR Position                     | Code Matrix                | Count |
|---------------------------------|----------------------------|-------|
| Coal Handling Inf. Dev. &       | S_ALR_87013563 - Structure | 1     |
| Commuication & Relation Officer | S_ALR_87013563 - Structure | 1     |
| Community Rel Admin Suppo       | S_ALR_87013563 - Structure | 1     |
| Contract & Doc. Control O       | S_ALR_87013563 - Structure | 1     |
| Default position                | S_ALR_87013563 - Structure | 1     |
| ER & LM Admin Officer           | S_ALR_87013563 - Structure | 1     |
| Finance & Adm General Man       | S_ALR_87013563 - Structure | 1     |
| Finance Admin                   | S_ALR_87013563 - Structure | 1     |
| Finance Reporting Officer       | S_ALR_87013563 - Structure | 1     |
| Financial & Accounting Su       | S_ALR_87013563 - Structure | 1     |
| Financial Control Departm       | S_ALR_87013563 - Structure | 1     |
| Financial Reporting Manag       | S_ALR_87013563 - Structure | 1     |
| Financial Reporting Offic       | S_ALR_87013563 - Structure | 1     |
| Financial Reporting Super       | S_ALR_87013563 - Structure | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013563 - Structure | 1     |
| Managerial Reporting Supe       | S_ALR_87013563 - Structure | 1     |
| Mech & Elect Superintende       | S_ALR_87013563 - Structure | 1     |
| MGM_REP                         | S_ALR_87013563 - Structure | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013563 - Structure | 1     |
| P&C Superintendent              | S_ALR_87013563 - Structure | 1     |
| Planning & Design Eng.          | S_ALR_87013563 - Structure | 1     |
| Production Administration       | S_ALR_87013563 - Structure | 1     |
| Project Officer                 | S_ALR_87013563 - Structure | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013563 - Structure | 1     |

| HR Position                     | Code Matrix                              | Count |
|---------------------------------|--|-------|
| Accounting Officer              | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Administration Staff            | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Asset Officer                   | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Budget & Control Supervis       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Budget Officer                  | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Building & General Asset        | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Commuication & Relation Officer | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Community Rel Admin Suppo       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Contract & Doc. Control O       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Default position                | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| ER & LM Admin Officer           | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Finance & Adm General Man       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Finance Admin                   | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Finance Reporting Officer       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Financial & Accounting Su       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Financial Control Departm       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Financial Reporting Manag       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Financial Reporting Offic       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Financial Reporting Super       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Managerial Reporting Supe       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| Mech & Elect Superintende       | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |
| MGM_REP                         | S_ALR_87013564 -<br>Plan/Actual/Variance | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| Mgt Reporting & Budget Se       | S_ALR_87013564 -<br>Plan/Actual/Variance        | 1     |
| P&C Superintendent              | S_ALR_87013564 -<br>Plan/Actual/Variance        | 1     |
| Planning & Design Eng.          | S_ALR_87013564 -<br>Plan/Actual/Variance        | 1     |
| Production Administration       | S_ALR_87013564 -<br>Plan/Actual/Variance        | 1     |
| Project Officer                 | S_ALR_87013564 -<br>Plan/Actual/Variance        | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013564 -<br>Plan/Actual/Variance        | 1     |
| Accounting Officer              | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Administration Staff            | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Asset Officer                   | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Budget & Control Supervis       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Budget Officer                  | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Building & General Asset        | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Commuication & Relation Officer | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Community Rel Admin Suppo       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Contract & Doc. Control O       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Default position                | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| ER & LM Admin Officer           | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Finance & Adm General Man       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Finance Admin                   | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Finance Reporting Officer       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Financial & Accounting Su       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Financial Control Departm       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Financial Reporting Manag       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| Financial Reporting Offic       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Financial Reporting Super       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Managerial Reporting Supe       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Mech & Elect Superintende       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| MGM_REP                         | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| P&C Superintendent              | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Planning & Design Eng.          | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Production Administration       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Project Officer                 | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013565 - Planned<br>Contribution Margin | 1     |
| Accounting Officer              | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Administration Staff            | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Asset Officer                   | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Budget & Control Supervis       | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Budget Officer                  | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Building & General Asset        | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Commuication & Relation Officer | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Community Rel Admin Suppo       | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Contract & Doc. Control O       | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Default position                | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| ER & LM Admin Officer           | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Finance & Adm General Man | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Finance Admin             | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Finance Reporting Officer | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Financial & Accounting Su | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Financial Control Departm | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Financial Reporting Manag | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Financial Reporting Offic | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Financial Reporting Super | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Managerial Reporting Supe | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Mech & Elect Superintende | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| MGM_REP                   | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| P&C Superintendent        | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Planning & Design Eng.    | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Production Administration | S_ALR_87013566 - Actual Contribution<br>Margin  | 1     |
| Project Officer           | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013566 - Actual Contribution Margin     | 1     |
| Accounting Officer        | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Administration Staff      | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Asset Officer             | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Budget & Control Supervis | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Budget Officer            | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Building & General Asset  | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| Coal Handling Inf. Dev. &       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Commuication & Relation Officer | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Community Rel Admin Suppo       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Contract & Doc. Control O       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Default position                | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| ER & LM Admin Officer           | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Finance & Adm General Man       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Finance Admin                   | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Finance Reporting Officer       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Financial & Accounting Su       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Financial Control Departm       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Financial Reporting Manag       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Financial Reporting Offic       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Financial Reporting Super       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Managerial Reporting Supe       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Mech & Elect Superintende       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| MGM_REP                         | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| P&C Superintendent              | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Planning & Design Eng.          | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Production Administration       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Project Officer                 | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013567 -<br>Quotation/Order/Plan/Actual | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| Accounting Officer              | S_ALR_87013568 - Project Results | 1     |
| Administration Staff            | S_ALR_87013568 - Project Results | 1     |
| Asset Officer                   | S_ALR_87013568 - Project Results | 1     |
| Budget & Control Supervis       | S_ALR_87013568 - Project Results | 1     |
| Budget Officer                  | S_ALR_87013568 - Project Results | 1     |
| Building & General Asset        | S_ALR_87013568 - Project Results | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013568 - Project Results | 1     |
| Commuication & Relation Officer | S_ALR_87013568 - Project Results | 1     |
| Community Rel Admin Suppo       | S_ALR_87013568 - Project Results | 1     |
| Contract & Doc. Control O       | S_ALR_87013568 - Project Results | 1     |
| Default position                | S_ALR_87013568 - Project Results | 1     |
| ER & LM Admin Officer           | S_ALR_87013568 - Project Results | 1     |
| External Auditor                | S_ALR_87013568 - Project Results | 1     |
| Finance & Adm General Man       | S_ALR_87013568 - Project Results | 1     |
| Finance Admin                   | S_ALR_87013568 - Project Results | 1     |
| Finance Reporting Officer       | S_ALR_87013568 - Project Results | 1     |
| Financial & Accounting Su       | S_ALR_87013568 - Project Results | 1     |
| Financial Control Departm       | S_ALR_87013568 - Project Results | 1     |
| Financial Reporting Manag       | S_ALR_87013568 - Project Results | 1     |
| Financial Reporting Offic       | S_ALR_87013568 - Project Results | 1     |
| Financial Reporting Senio       | S_ALR_87013568 - Project Results | 1     |
| Financial Reporting Super       | S_ALR_87013568 - Project Results | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013568 - Project Results | 1     |
| Internal Auditor                | S_ALR_87013568 - Project Results | 1     |

| HR Position                     | Code Matrix                                 | Count |
|---------------------------------|---|-------|
| Managerial Reporting Supe       | S_ALR_87013568 - Project Results            | 1     |
| Mech & Elect Superintende       | S_ALR_87013568 - Project Results            | 1     |
| MGM_REP                         | S_ALR_87013568 - Project Results            | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013568 - Project Results            | 1     |
| P&C Superintendent              | S_ALR_87013568 - Project Results            | 1     |
| Planning & Design Eng.          | S_ALR_87013568 - Project Results            | 1     |
| Production Administration       | S_ALR_87013568 - Project Results            | 1     |
| Project Officer                 | S_ALR_87013568 - Project Results            | 1     |
| SAP Support                     | S_ALR_87013568 - Project Results            | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013568 - Project Results            | 1     |
| Accounting Officer              | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Administration Staff            | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Asset Officer                   | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Budget & Control Supervis       | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Budget Officer                  | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Building & General Asset        | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Commuication & Relation Officer | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Community Rel Admin Suppo       | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Contract & Doc. Control O       | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Default position                | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| ER & LM Admin Officer           | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Finance & Adm General Man       | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |
| Finance Admin                   | S_ALR_87013569 - Incoming<br>Orders/Balance | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| Finance Reporting Officer       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Financial & Accounting Su       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Financial Control Departm       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Financial Reporting Manag       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Financial Reporting Offic       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Financial Reporting Super       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Managerial Reporting Supe       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Mech & Elect Superintende       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| MGM_REP                         | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| P&C Superintendent              | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Planning & Design Eng.          | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Production Administration       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Project Officer                 | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013569 - Incoming<br>Orders/Balance     | 1     |
| Accounting Officer              | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Administration Staff            | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Asset Officer                   | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Budget & Control Supervis       | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Budget Officer                  | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Building & General Asset        | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |
| Commuication & Relation Officer | S_ALR_87013570 - Act/plan/variance abs./ % var. | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Community Rel Admin Suppo | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Contract & Doc. Control O | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Default position          | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| ER & LM Admin Officer     | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Finance & Adm General Man | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Finance Admin             | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Finance Reporting Officer | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Financial & Accounting Su | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Financial Control Departm | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Financial Reporting Manag | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Financial Reporting Offic | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Financial Reporting Super | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Managerial Reporting Supe | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Mech & Elect Superintende | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| MGM_REP                   | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| P&C Superintendent        | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Planning & Design Eng.    | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Production Administration | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Project Officer           | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013570 - Act/plan/variance abs./ % var.     | 1     |
| Accounting Officer        | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Administration Staff      | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| Asset Officer                   | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Budget & Control Supervis       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Budget Officer                  | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Building & General Asset        | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Commuication & Relation Officer | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Community Rel Admin Suppo       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Contract & Doc. Control O       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Default position                | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| ER & LM Admin Officer           | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Finance & Adm General Man       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Finance Admin                   | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Finance Reporting Officer       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Financial & Accounting Su       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Financial Control Departm       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Financial Reporting Manag       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Financial Reporting Offic       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Financial Reporting Super       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Managerial Reporting Supe       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Mech & Elect Superintende       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| MGM_REP                         | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| P&C Superintendent              | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| Planning & Design Eng.          | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Production Administration       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Project Officer                 | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013571 - Actual/Plan<br>Comparison: Periods | 1     |
| Accounting Officer              | S_ALR_87013572 - Project results                    | 1     |
| Administration Staff            | S_ALR_87013572 - Project results                    | 1     |
| Asset Officer                   | S_ALR_87013572 - Project results                    | 1     |
| Budget & Control Supervis       | S_ALR_87013572 - Project results                    | 1     |
| Budget Officer                  | S_ALR_87013572 - Project results                    | 1     |
| Building & General Asset        | S_ALR_87013572 - Project results                    | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013572 - Project results                    | 1     |
| Commuication & Relation Officer | S_ALR_87013572 - Project results                    | 1     |
| Community Rel Admin Suppo       | S_ALR_87013572 - Project results                    | 1     |
| Contract & Doc. Control O       | S_ALR_87013572 - Project results                    | 1     |
| Default position                | S_ALR_87013572 - Project results                    | 1     |
| ER & LM Admin Officer           | S_ALR_87013572 - Project results                    | 1     |
| Finance & Adm General Man       | S_ALR_87013572 - Project results                    | 1     |
| Finance Admin                   | S_ALR_87013572 - Project results                    | 1     |
| Finance Reporting Officer       | S_ALR_87013572 - Project results                    | 1     |
| Financial & Accounting Su       | S_ALR_87013572 - Project results                    | 1     |
| Financial Control Departm       | S_ALR_87013572 - Project results                    | 1     |
| Financial Reporting Manag       | S_ALR_87013572 - Project results                    | 1     |
| Financial Reporting Offic       | S_ALR_87013572 - Project results                    | 1     |
| Financial Reporting Super       | S_ALR_87013572 - Project results                    | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| Infrastructure Dev. Plan        | S_ALR_87013572 - Project results | 1     |
| Managerial Reporting Supe       | S_ALR_87013572 - Project results | 1     |
| Mech & Elect Superintende       | S_ALR_87013572 - Project results | 1     |
| MGM_REP                         | S_ALR_87013572 - Project results | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013572 - Project results | 1     |
| P&C Superintendent              | S_ALR_87013572 - Project results | 1     |
| Planning & Design Eng.          | S_ALR_87013572 - Project results | 1     |
| Production Administration       | S_ALR_87013572 - Project results | 1     |
| Project Officer                 | S_ALR_87013572 - Project results | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013572 - Project results | 1     |
| Accounting Officer              | S_ALR_87013573 - Overview        | 1     |
| Administration Staff            | S_ALR_87013573 - Overview        | 1     |
| Asset Officer                   | S_ALR_87013573 - Overview        | 1     |
| Budget & Control Supervis       | S_ALR_87013573 - Overview        | 1     |
| Budget Officer                  | S_ALR_87013573 - Overview        | 1     |
| Building & General Asset        | S_ALR_87013573 - Overview        | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013573 - Overview        | 1     |
| Commuication & Relation Officer | S_ALR_87013573 - Overview        | 1     |
| Community Rel Admin Suppo       | S_ALR_87013573 - Overview        | 1     |
| Contract & Doc. Control O       | S_ALR_87013573 - Overview        | 1     |
| Default position                | S_ALR_87013573 - Overview        | 1     |
| ER & LM Admin Officer           | S_ALR_87013573 - Overview        | 1     |
| Finance & Adm General Man       | S_ALR_87013573 - Overview        | 1     |
| Finance Admin                   | S_ALR_87013573 - Overview        | 1     |

| HR Position                     | Code Matrix                   | Count |
|---------------------------------|-------------------------------|-------|
| Finance Reporting Officer       | S_ALR_87013573 - Overview     | 1     |
| Financial & Accounting Su       | S_ALR_87013573 - Overview     | 1     |
| Financial Control Departm       | S_ALR_87013573 - Overview     | 1     |
| Financial Reporting Manag       | S_ALR_87013573 - Overview     | 1     |
| Financial Reporting Offic       | S_ALR_87013573 - Overview     | 1     |
| Financial Reporting Super       | S_ALR_87013573 - Overview     | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013573 - Overview     | 1     |
| Managerial Reporting Supe       | S_ALR_87013573 - Overview     | 1     |
| Mech & Elect Superintende       | S_ALR_87013573 - Overview     | 1     |
| MGM_REP                         | S_ALR_87013573 - Overview     | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013573 - Overview     | 1     |
| P&C Superintendent              | S_ALR_87013573 - Overview     | 1     |
| Planning & Design Eng.          | S_ALR_87013573 - Overview     | 1     |
| Production Administration       | S_ALR_87013573 - Overview     | 1     |
| Project Officer                 | S_ALR_87013573 - Overview     | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013573 - Overview     | 1     |
| Accounting Officer              | S_ALR_87013574 - Expenditures | 1     |
| Administration Staff            | S_ALR_87013574 - Expenditures | 1     |
| Asset Officer                   | S_ALR_87013574 - Expenditures | 1     |
| Budget & Control Supervis       | S_ALR_87013574 - Expenditures | 1     |
| Budget Officer                  | S_ALR_87013574 - Expenditures | 1     |
| Building & General Asset        | S_ALR_87013574 - Expenditures | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013574 - Expenditures | 1     |
| Commuication & Relation Officer | S_ALR_87013574 - Expenditures | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Community Rel Admin Suppo | S_ALR_87013574 - Expenditures | 1     |
| Contract & Doc. Control O | S_ALR_87013574 - Expenditures | 1     |
| Default position          | S_ALR_87013574 - Expenditures | 1     |
| ER & LM Admin Officer     | S_ALR_87013574 - Expenditures | 1     |
| Finance & Adm General Man | S_ALR_87013574 - Expenditures | 1     |
| Finance Admin             | S_ALR_87013574 - Expenditures | 1     |
| Finance Reporting Officer | S_ALR_87013574 - Expenditures | 1     |
| Financial & Accounting Su | S_ALR_87013574 - Expenditures | 1     |
| Financial Control Departm | S_ALR_87013574 - Expenditures | 1     |
| Financial Reporting Manag | S_ALR_87013574 - Expenditures | 1     |
| Financial Reporting Offic | S_ALR_87013574 - Expenditures | 1     |
| Financial Reporting Super | S_ALR_87013574 - Expenditures | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013574 - Expenditures | 1     |
| Managerial Reporting Supe | S_ALR_87013574 - Expenditures | 1     |
| Mech & Elect Superintende | S_ALR_87013574 - Expenditures | 1     |
| MGM_REP                   | S_ALR_87013574 - Expenditures | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013574 - Expenditures | 1     |
| P&C Superintendent        | S_ALR_87013574 - Expenditures | 1     |
| Planning & Design Eng.    | S_ALR_87013574 - Expenditures | 1     |
| Production Administration | S_ALR_87013574 - Expenditures | 1     |
| Project Officer           | S_ALR_87013574 - Expenditures | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013574 - Expenditures | 1     |
| Accounting Officer        | S_ALR_87013575 - Revenues     | 1     |
| Administration Staff      | S_ALR_87013575 - Revenues     | 1     |

| HR Position                     | Code Matrix               | Count |
|---------------------------------|---------------------------|-------|
| Asset Officer                   | S_ALR_87013575 - Revenues | 1     |
| Budget & Control Supervis       | S_ALR_87013575 - Revenues | 1     |
| Budget Officer                  | S_ALR_87013575 - Revenues | 1     |
| Building & General Asset        | S_ALR_87013575 - Revenues | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013575 - Revenues | 1     |
| Commuication & Relation Officer | S_ALR_87013575 - Revenues | 1     |
| Community Rel Admin Suppo       | S_ALR_87013575 - Revenues | 1     |
| Contract & Doc. Control O       | S_ALR_87013575 - Revenues | 1     |
| Default position                | S_ALR_87013575 - Revenues | 1     |
| ER & LM Admin Officer           | S_ALR_87013575 - Revenues | 1     |
| Finance & Adm General Man       | S_ALR_87013575 - Revenues | 1     |
| Finance Admin                   | S_ALR_87013575 - Revenues | 1     |
| Finance Reporting Officer       | S_ALR_87013575 - Revenues | 1     |
| Financial & Accounting Su       | S_ALR_87013575 - Revenues | 1     |
| Financial Control Departm       | S_ALR_87013575 - Revenues | 1     |
| Financial Reporting Manag       | S_ALR_87013575 - Revenues | 1     |
| Financial Reporting Offic       | S_ALR_87013575 - Revenues | 1     |
| Financial Reporting Super       | S_ALR_87013575 - Revenues | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013575 - Revenues | 1     |
| Managerial Reporting Supe       | S_ALR_87013575 - Revenues | 1     |
| Mech & Elect Superintende       | S_ALR_87013575 - Revenues | 1     |
| MGM_REP                         | S_ALR_87013575 - Revenues | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013575 - Revenues | 1     |
| P&C Superintendent              | S_ALR_87013575 - Revenues | 1     |

| HR Position                     | Code Matrix                                    | Count |
|---------------------------------|--|-------|
| Planning & Design Eng.          | S_ALR_87013575 - Revenues                      | 1     |
| Production Administration       | S_ALR_87013575 - Revenues                      | 1     |
| Project Officer                 | S_ALR_87013575 - Revenues                      | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013575 - Revenues                      | 1     |
| Accounting Officer              | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Administration Staff            | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Asset Officer                   | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Budget & Control Supervis       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Budget Officer                  | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Building & General Asset        | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Commuication & Relation Officer | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Community Rel Admin Suppo       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Contract & Doc. Control O       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Default position                | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| ER & LM Admin Officer           | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Finance & Adm General Man       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Finance Admin                   | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Finance Reporting Officer       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Financial & Accounting Su       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Financial Control Departm       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Financial Reporting Manag       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Financial Reporting Offic       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |
| Financial Reporting Super       | S_ALR_87013576 - Overview: Project Hierarchies | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| Infrastructure Dev. Plan        | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Managerial Reporting Supe       | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Mech & Elect Superintende       | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| MGM_REP                         | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| P&C Superintendent              | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Planning & Design Eng.          | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Production Administration       | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Project Officer                 | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013576 - Overview: Project Hierarchies        | 1     |
| Accounting Officer              | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Administration Staff            | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Asset Officer                   | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Budget & Control Supervis       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Budget Officer                  | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Building & General Asset        | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Commuication & Relation Officer | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Community Rel Admin Suppo       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Contract & Doc. Control O       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Default position                | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| ER & LM Admin Officer           | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Finance & Adm General Man       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Finance Admin                   | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| Finance Reporting Officer       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial & Accounting Su       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Control Departm       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Manag       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Offic       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Financial Reporting Super       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Infrastructure Dev. Plan        | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Managerial Reporting Supe       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Mech & Elect Superintende       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| MGM_REP                         | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Mgt Reporting & Budget Se       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| P&C Superintendent              | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Planning & Design Eng.          | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Production Administration       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Project Officer                 | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Supporting Infr. Dev. Sup       | S_ALR_87013577 -<br>Costs/Revenues/Expenditures/Recei | 1     |
| Accounting Officer              | S_ALR_87013591 - Overview                             | 1     |
| Administration Staff            | S_ALR_87013591 - Overview                             | 1     |
| Asset Officer                   | S_ALR_87013591 - Overview                             | 1     |
| Budget & Control Supervis       | S_ALR_87013591 - Overview                             | 1     |
| Budget Officer                  | S_ALR_87013591 - Overview                             | 1     |
| Building & General Asset        | S_ALR_87013591 - Overview                             | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87013591 - Overview                             | 1     |
| Commulcation & Relation Officer | S_ALR_87013591 - Overview                             | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Community Rel Admin Suppo | S_ALR_87013591 - Overview                               | 1     |
| Contract & Doc. Control O | S_ALR_87013591 - Overview                               | 1     |
| Default position          | S_ALR_87013591 - Overview                               | 1     |
| ER & LM Admin Officer     | S_ALR_87013591 - Overview                               | 1     |
| Finance & Adm General Man | S_ALR_87013591 - Overview                               | 1     |
| Finance Admin             | S_ALR_87013591 - Overview                               | 1     |
| Finance Reporting Officer | S_ALR_87013591 - Overview                               | 1     |
| Financial & Accounting Su | S_ALR_87013591 - Overview                               | 1     |
| Financial Control Departm | S_ALR_87013591 - Overview                               | 1     |
| Financial Reporting Manag | S_ALR_87013591 - Overview                               | 1     |
| Financial Reporting Offic | S_ALR_87013591 - Overview                               | 1     |
| Financial Reporting Super | S_ALR_87013591 - Overview                               | 1     |
| Infrastructure Dev. Plan  | S_ALR_87013591 - Overview                               | 1     |
| Managerial Reporting Supe | S_ALR_87013591 - Overview                               | 1     |
| Mech & Elect Superintende | S_ALR_87013591 - Overview                               | 1     |
| MGM_REP                   | S_ALR_87013591 - Overview                               | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013591 - Overview                               | 1     |
| P&C Superintendent        | S_ALR_87013591 - Overview                               | 1     |
| Planning & Design Eng.    | S_ALR_87013591 - Overview                               | 1     |
| Production Administration | S_ALR_87013591 - Overview                               | 1     |
| Project Officer           | S_ALR_87013591 - Overview                               | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87013591 - Overview                               | 1     |
| External Auditor          | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns | 1     |
| Finance Reporting Officer | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns  | 1     |
| Financial Reporting Offic | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns  | 1     |
| Financial Reporting Senio | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns  | 1     |
| Internal Auditor          | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns  | 1     |
| SAP Support               | S_ALR_87013602 - Cost Elements:<br>Obj. Type in Columns  | 1     |
| External Auditor          | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| Finance Reporting Officer | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| Financial Reporting Manag | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| Financial Reporting Offic | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| Financial Reporting Senio | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| Internal Auditor          | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| SAP Support               | S_ALR_87013603 - CO/FI<br>Reconciliation in Co.Code Crcy | 1     |
| External Auditor          | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| Finance Reporting Officer | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| Financial Reporting Manag | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| Financial Reporting Offic | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| Financial Reporting Senio | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| Internal Auditor          | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| SAP Support               | S_ALR_87013604 - CO/FI<br>Reconciliation in Group Crcy   | 1     |
| External Auditor          | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea)   | 1     |
| Finance Reporting Officer | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea)   | 1     |
| Financial Reporting Manag | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea)   | 1     |
| Financial Reporting Offic | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea)   | 1     |
| Financial Reporting Senio | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea)   | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea) | 1     |
| SAP Support               | S_ALR_87013605 - CO/FI Reconcil.<br>CCode Crcy (BArea) | 1     |
| External Auditor          | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| Finance Reporting Officer | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| Financial Reporting Manag | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| Financial Reporting Offic | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| Financial Reporting Senio | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| Internal Auditor          | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| SAP Support               | S_ALR_87013606 - CO/FI Reconcil.<br>Group Crcy (BArea) | 1     |
| Accounting Administrator  | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Accounting Manager        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Accounting Officer        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Administration Staff      | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| AP & AR Control Superviso | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| AP Control Manager        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| AR Control Manager        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Area 1 Marketing & S. man | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Area 2 Marketing & S. man | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Area 3 Marketing & S. man | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Bank & Trade Finance Mana | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Binungan Mine Operation A | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Budget & Control Supervis | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Budget Officer            | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Business Analyst Manager  | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |

| HR Position                     | Code Matrix  | Count |
|---------------------------------|--|-------|
| Coal Handling Inf. Dev. &       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Commuication & Relation Officer | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Corporate Affair Manager        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Corporate Communication G       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Corporate Legal Manager         | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Corporate Legal Senior Ma       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Corporate Support Senior        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Cost Estimator & Control        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| EMS Area 1 Manager              | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Energy Management Serv. G       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Engineering Manager             | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Environment Manager             | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| ER & LM Admin Officer           | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| ER & OHSE Training Manage       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| External Auditor                | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| External Relation & Land        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Finance & Adm General Man       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Finance Admin                   | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Finance Deputy Director         | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Finance Rep. & Analyst Ma       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Finance Reporting Officer       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Financial & Accounting Su       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Financial Control Departm       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Financial Reporting Manag       | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Financial Reporting Senio | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Financial Reporting Super | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Gen. Accounting Superviso | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Gen. Service & Logistic G | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| General Affair Manager    | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Geology & Exploration Man | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Geotechnic & Hydrology Ma | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| H.S.E General Manager     | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| HR & GA Manager - JKT     | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| HR Development Manager    | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| HRGA General Manager      | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Internal Audit Manager    | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Internal Auditor          | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| IR & Welfare Superintende | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| IT & MIS General Manager  | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| IT Manager                | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Land Acquisition & Manage | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Lati Mine Opertaion Manag | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Logistic Manager          | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Managerial Reporting Supe | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Marketing & transp. Direc | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Marketing & transp.Deputy | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Marketing Support Officer | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| MGM_REP                   | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Mine Closure Manager      | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Mine Contract Management  | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Mine Dev & Geology Genera | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Mine Plan & Control Manag | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Mining General Manager    | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| MIS Manager               | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| O.H.S. Manager            | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Operation Deputy Director | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Operation Director        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| P. Quality & D. Control M | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Port & Barging Opt. Manag | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| President Director        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Purchasing Manager        | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| QHSE System Compliance Ma | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Risk Mgt. Compl. & Policy | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Sambarata Mine Operation  | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| SAP Support               | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Security Manager          | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Shared Service Unit Gener | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Shipping Manager          | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Tax Manager               | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Technical Service Manager | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Transp. & Sales Adm. Gene | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Transport & Shipment Mana | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Transport Analyst         | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Treasury & Bangking Manag | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Treasury General Manager  | S_ALR_87013611 - Cost Centers:<br>Actual/Plan/Variance | 1     |
| Accounting Administrator  | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Accounting Manager        | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Accounting Officer        | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| AP & AR Control Superviso | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Budget & Control Supervis | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Budget Officer            | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Finance & Adm General Man | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Finance Admin             | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Finance Reporting Officer | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Financial & Accounting Su | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Financial Control Departm | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Financial Reporting Manag | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Financial Reporting Offic | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Financial Reporting Senio | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Financial Reporting Super | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Gen. Accounting Superviso | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| Managerial Reporting Supe | S_ALR_87013612 - Area: Cost Centers                    | 1     |
| MGM_REP                   | S_ALR_87013612 - Area: Cost Centers                    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | S_ALR_87013612 - Area: Cost Centers      | 1     |
| President Director        | S_ALR_87013612 - Area: Cost Centers      | 1     |
| Accounting Administrator  | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Accounting Manager        | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Accounting Officer        | S_ALR_87013613 - Range: Cost Elements    | 1     |
| AP & AR Control Superviso | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Budget & Control Supervis | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Budget Officer            | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Finance & Adm General Man | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Finance Admin             | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Finance Reporting Officer | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Financial & Accounting Su | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Financial Control Departm | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Financial Reporting Manag | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Financial Reporting Offic | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Financial Reporting Senio | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Financial Reporting Super | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Gen. Accounting Superviso | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Managerial Reporting Supe | S_ALR_87013613 - Range: Cost<br>Elements | 1     |
| MGM_REP                   | S_ALR_87013613 - Range: Cost Elements    | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013613 - Range: Cost<br>Elements | 1     |
| President Director        | S_ALR_87013613 - Range: Cost<br>Elements | 1     |
| SAP Support               | S_ALR_87013613 - Range: Cost Elements    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Accounting Administrator  | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Accounting Manager        | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Accounting Officer        | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| AP & AR Control Superviso | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Budget & Control Supervis | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Budget Officer            | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Finance & Adm General Man | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Finance Admin             | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Finance Reporting Officer | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Financial & Accounting Su | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Financial Control Departm | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Financial Reporting Manag | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Financial Reporting Offic | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Financial Reporting Senio | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Financial Reporting Super | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Gen. Accounting Superviso | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Managerial Reporting Supe | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| MGM_REP                   | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| President Director        | S_ALR_87013614 - CCtrs: Current<br>Period / Cumulative | 1     |
| Accounting Administrator  | S_ALR_87013617 - Range: Activity<br>Types              | 1     |
| Accounting Manager        | S_ALR_87013617 - Range: Activity<br>Types              | 1     |
| Accounting Officer        | S_ALR_87013617 - Range: Activity<br>Types              | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| AP & AR Control Superviso | S_ALR_87013617 - Range: Activity Types                  | 1     |
| Budget & Control Supervis | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Budget Officer            | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Finance & Adm General Man | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Finance Admin             | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Finance Reporting Officer | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Financial & Accounting Su | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Financial Control Departm | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Financial Reporting Manag | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Financial Reporting Offic | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Financial Reporting Senio | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Financial Reporting Super | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Gen. Accounting Superviso | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Managerial Reporting Supe | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| MGM_REP                   | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| President Director        | S_ALR_87013617 - Range: Activity<br>Types               | 1     |
| Accounting Administrator  | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments | 1     |
| Accounting Manager        | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments | 1     |
| Accounting Officer        | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments | 1     |
| AP & AR Control Superviso | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments | 1     |
| Budget & Control Supervis | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments | 1     |
| Budget Officer            | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Finance Admin             | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Finance Reporting Officer | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Financial & Accounting Su | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Financial Control Departm | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Financial Reporting Manag | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Financial Reporting Offic | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Financial Reporting Senio | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Financial Reporting Super | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Gen. Accounting Superviso | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Managerial Reporting Supe | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| MGM_REP                   | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| President Director        | S_ALR_87013620 - Cost Centers:<br>Act./Plan/Commitments  | 1     |
| Accounting Administrator  | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Accounting Manager        | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Accounting Officer        | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| AP & AR Control Superviso | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Budget & Control Supervis | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Budget Officer            | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Finance & Adm General Man | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Finance Admin             | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Financial & Accounting Su | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Financial Control Departm | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Financial Reporting Manag | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Financial Reporting Offic | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Financial Reporting Senio | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Financial Reporting Super | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Gen. Accounting Superviso | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Managerial Reporting Supe | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| MGM_REP                   | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| President Director        | S_ALR_87013625 - Cost Centers:<br>Actual/Target/Variance | 1     |
| Accounting Administrator  | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Accounting Manager        | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Accounting Officer        | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| AP & AR Control Superviso | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Budget & Control Supervis | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Budget Officer            | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Finance & Adm General Man | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Finance Admin             | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Finance Reporting Officer | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Financial & Accounting Su | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |
| Financial Control Departm | S_ALR_87013626 - Range: Cost<br>Elements                 | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87013626 - Range: Cost<br>Elements    | 1     |
| Financial Reporting Offic | S_ALR_87013626 - Range: Cost<br>Elements    | 1     |
| Financial Reporting Senio | S_ALR_87013626 - Range: Cost<br>Elements    | 1     |
| Financial Reporting Super | S_ALR_87013626 - Range: Cost<br>Elements    | 1     |
| Gen. Accounting Superviso | S_ALR_87013626 - Range: Cost Elements       | 1     |
| Managerial Reporting Supe | S_ALR_87013626 - Range: Cost Elements       | 1     |
| MGM_REP                   | S_ALR_87013626 - Range: Cost Elements       | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013626 - Range: Cost Elements       | 1     |
| President Director        | S_ALR_87013626 - Range: Cost Elements       | 1     |
| Accounting Administrator  | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Accounting Manager        | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Accounting Officer        | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| AP & AR Control Superviso | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Budget & Control Supervis | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Budget Officer            | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Finance & Adm General Man | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Finance Admin             | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Finance Reporting Officer | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Financial & Accounting Su | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Financial Control Departm | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Financial Reporting Manag | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Financial Reporting Offic | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |
| Financial Reporting Senio | S_ALR_87013627 - Cost Centers:<br>Variances | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Super | S_ALR_87013627 - Cost Centers:<br>Variances             | 1     |
| Gen. Accounting Superviso | S_ALR_87013627 - Cost Centers:<br>Variances             | 1     |
| Managerial Reporting Supe | S_ALR_87013627 - Cost Centers:<br>Variances             | 1     |
| MGM_REP                   | S_ALR_87013627 - Cost Centers:<br>Variances             | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013627 - Cost Centers:<br>Variances             | 1     |
| President Director        | S_ALR_87013627 - Cost Centers:<br>Variances             | 1     |
| Accounting Administrator  | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Accounting Manager        | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Accounting Officer        | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| AP & AR Control Superviso | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Budget & Control Supervis | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Budget Officer            | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Finance & Adm General Man | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Finance Admin             | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Finance Reporting Officer | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Financial & Accounting Su | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Financial Control Departm | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Financial Reporting Manag | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Financial Reporting Offic | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Financial Reporting Senio | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Financial Reporting Super | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Gen. Accounting Superviso | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Managerial Reporting Supe | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| MGM_REP                   | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| President Director        | S_ALR_87013640 - CCtrs: Period<br>Breakdown Actual/Plan | 1     |
| Accounting Administrator  | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Accounting Manager        | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Accounting Officer        | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| AP & AR Control Superviso | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Budget & Control Supervis | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Budget Officer            | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Finance & Adm General Man | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Finance Admin             | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Finance Reporting Officer | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Financial & Accounting Su | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Financial Control Departm | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Financial Reporting Manag | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Financial Reporting Offic | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Financial Reporting Senio | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Financial Reporting Super | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Gen. Accounting Superviso | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Managerial Reporting Supe | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| MGM_REP                   | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |
| President Director        | S_ALR_87013646 - Activity Types:<br>Period Breakdown    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Accounting Administrator  | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Accounting Manager        | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Accounting Officer        | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| AP & AR Control Superviso | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Budget & Control Supervis | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Budget Officer            | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Finance & Adm General Man | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Finance Admin             | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Finance Rep. & Analyst Ma | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Finance Reporting Officer | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Financial & Accounting Su | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Financial Control Departm | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Financial Reporting Manag | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Financial Reporting Offic | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Financial Reporting Senio | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Financial Reporting Super | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Gen. Accounting Superviso | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Managerial Reporting Supe | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| MGM_REP                   | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Mgt Reporting & Budget Se | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| President Director        | S_ALR_87013647 - Activity Types:<br>Scheduled/Plan   | 1     |
| Accounting Officer        | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Budget & Control Supervis | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Budget Officer            | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |

| HR Position                    | Code Matrix  | Count |
|--------------------------------|--|-------|
| Finance & Adm General Man      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Finance Admin                  | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Finance Reporting Officer      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Financial & Accounting Su      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Financial Control Departm      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Financial Reporting Manag      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Financial Reporting Offic      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Financial Reporting Super      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Managerial Reporting Supe      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| MGM_REP                        | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| Mgt Reporting & Budget Se      | S_ALR_87013648 - Range:<br>Actual/Budget/Commitments | 1     |
| External Auditor               | S_ALR_87014367 - Quantity Flow<br>Monitoring         | 1     |
| Finance Reporting Officer      | S_ALR_87014367 - Quantity Flow<br>Monitoring         | 1     |
| Financial Reporting Manag      | S_ALR_87014367 - Quantity Flow<br>Monitoring         | 1     |
| Financial Reporting Offic      | S_ALR_87014367 - Quantity Flow<br>Monitoring         | 1     |
| Financial Reporting Senio      | S_ALR_87014367 - Quantity Flow<br>Monitoring         | 1     |
| Internal Auditor               | S_ALR_87014367 - Quantity Flow Monitoring            | 1     |
| SAP Support                    | S_ALR_87014367 - Quantity Flow<br>Monitoring         | 1     |
| Accounting Officer             | S_ALR_87014407 - Journal of Financial Transactions   | 1     |
| Bank & Trade Finance Mana      | S_ALR_87014407 - Journal of Financial Transactions   | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87014407 - Journal of Financial Transactions   | 1     |
| Cash Management Administration | S_ALR_87014407 - Journal of Financial Transactions   | 1     |
| Cash Management Officer        | S_ALR_87014407 - Journal of Financial Transactions   | 1     |
| Finance & Adm General Man      | S_ALR_87014407 - Journal of Financial Transactions   | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Admin             | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Financial & Accounting Su | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Financial Control Departm | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Trade Finance Admin.      | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Trade Finance Officer     | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Treasury & Bangking Manag | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Treasury Administration   | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Treasury General Manager  | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Treasury Settlement Offic | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| Treasury Superintendent   | S_ALR_87014407 - Journal of Financial Transactions      | 1     |
| External Auditor          | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| Finance Reporting Officer | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| Financial Reporting Manag | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| Financial Reporting Offic | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| Financial Reporting Senio | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| Internal Auditor          | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| SAP Support               | S_ALR_87014603 - Business Entities<br>Standard Analysis | 1     |
| External Auditor          | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |
| Finance Reporting Officer | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |
| Financial Reporting Manag | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |
| Financial Reporting Offic | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |
| Financial Reporting Senio | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |
| Internal Auditor          | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |
| SAP Support               | S_ALR_87014604 - Property Standard<br>Analysis          | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| External Auditor          | S_ALR_87014605 - Buildings Standard<br>Analysis         | 1     |
| Finance Reporting Officer | S_ALR_87014605 - Buildings Standard<br>Analysis         | 1     |
| Financial Reporting Manag | S_ALR_87014605 - Buildings Standard<br>Analysis         | 1     |
| Financial Reporting Offic | S_ALR_87014605 - Buildings Standard Analysis            | 1     |
| Financial Reporting Senio | S_ALR_87014605 - Buildings Standard Analysis            | 1     |
| Internal Auditor          | S_ALR_87014605 - Buildings Standard Analysis            | 1     |
| SAP Support               | S_ALR_87014605 - Buildings Standard Analysis            | 1     |
| External Auditor          | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| Finance Reporting Officer | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| Financial Reporting Manag | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| Financial Reporting Offic | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| Financial Reporting Senio | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| Internal Auditor          | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| SAP Support               | S_ALR_87014612 - Lease-Outs:<br>Standard Analysis       | 1     |
| External Auditor          | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| Finance Reporting Officer | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| Financial Reporting Manag | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| Financial Reporting Offic | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| Financial Reporting Senio | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| Internal Auditor          | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| SAP Support               | S_ALR_87014792 - Posting Log for SCS                    | 1     |
| Asset Officer             | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS- | 1     |
| Building & General Asset  | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS- | 1     |
| Elect. P & C Engineer     | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS- | 1     |

| HR Position                    | Code Matrix  | Count |
|--------------------------------|--|-------|
| Electrical Supervisor          | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| Engineering Manager            | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| Mech & Elect Superintende      | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| Mech. P & C Engineer           | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| Mechanical Supervisor          | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| P&C Superintendent             | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| Plant Maintenance Officer      | S_ALR_87015066 - Project Info<br>System: Outl. Rep WBS-  | 1     |
| Asset Officer                  | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Building & General Asset       | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Elect. P & C Engineer          | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Electrical Supervisor          | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Engineering Manager            | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Mech & Elect Superintende      | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Mech. P & C Engineer           | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Mechanical Supervisor          | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| P&C Superintendent             | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Plant Maintenance Officer      | S_ALR_87015068 - Project Info<br>System: Main Prog.Order | 1     |
| Accounting Officer             | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |
| Bank & Trade Finance Mana      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |
| Cash Management Administration | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |
| Cash Management Officer        | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |
| Finance & Adm General Man      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |
| Finance Admin                  | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows  | 1     |

| HR Position                    | Code Matrix   | Count |
|--------------------------------|---|-------|
| Financial & Accounting Su      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Financial Control Departm      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Trade Finance Admin.           | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Trade Finance Officer          | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury & Bangking Manag      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Administration        | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury General Manager       | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Settlement Offic      | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Superintendent        | S_ALR_87015202 - Journal:<br>Transactions w. Cash Flows | 1     |
| Accounting Officer             | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Bank & Trade Finance Mana      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Cash Management Administration | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Cash Management Officer        | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Finance & Adm General Man      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Finance Admin                  | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Financial & Accounting Su      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Financial Control Departm      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Trade Finance Admin.           | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Trade Finance Officer          | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Treasury & Bangking Manag      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Treasury Administration        | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Treasury General Manager       | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Treasury Settlement Offic      | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Treasury Superintendent   | S_ALR_87015205 - Treasury: Payment Schedule             | 1     |
| Bank & Trade Finance Mana | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Finance & Adm General Man | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Financial & Accounting Su | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Financial Control Departm | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Trade Finance Officer     | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Treasury & Bangking Manag | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Treasury General Manager  | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Treasury Superintendent   | S_ALR_87015220 - Treasury:Journal of Financial Trans.   | 1     |
| Bank & Trade Finance Mana | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Finance & Adm General Man | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Financial & Accounting Su | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Financial Control Departm | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Trade Finance Officer     | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury & Bangking Manag | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury General Manager  | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Superintendent   | S_ALR_87015226 - Journal:<br>Transactions w. Cash Flows | 1     |
| Bank & Trade Finance Mana | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |
| Finance & Adm General Man | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |
| Financial & Accounting Su | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |
| Financial Control Departm | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |
| Trade Finance Officer     | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |
| Treasury & Bangking Manag | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |
| Treasury General Manager  | S_ALR_87015228 - Treasury: Payment Schedule             | 1     |

| HR Position                    | Code Matrix   | Count |
|--------------------------------|---|-------|
| Treasury Superintendent        | S_ALR_87015228 - Treasury: Payment Schedule           | 1     |
| Bank & Trade Finance Mana      | S_ALR_87015232 - Posting Overview                     | 1     |
| Finance & Adm General Man      | S_ALR_87015232 - Posting Overview                     | 1     |
| Financial & Accounting Su      | S_ALR_87015232 - Posting Overview                     | 1     |
| Financial Control Departm      | S_ALR_87015232 - Posting Overview                     | 1     |
| Trade Finance Officer          | S_ALR_87015232 - Posting Overview                     | 1     |
| Treasury & Bangking Manag      | S_ALR_87015232 - Posting Overview                     | 1     |
| Treasury General Manager       | S_ALR_87015232 - Posting Overview                     | 1     |
| Treasury Superintendent        | S_ALR_87015232 - Posting Overview                     | 1     |
| Accounting Officer             | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Bank & Trade Finance Mana      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Cash Management Administration | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Cash Management Officer        | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Finance & Adm General Man      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Finance Admin                  | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Financial & Accounting Su      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Financial Control Departm      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Trade Finance Admin.           | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Trade Finance Officer          | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Treasury & Bangking Manag      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Treasury Administration        | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Treasury General Manager       | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |
| Treasury Settlement Offic      | S_ALR_87015239 - Treasury:Journal of Financial Trans. | 1     |

| HR Position                    | Code Matrix   | Count |
|--------------------------------|---|-------|
| Treasury Superintendent        | S_ALR_87015239 - Treasury:Journal of Financial Trans.   | 1     |
| Accounting Officer             | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Bank & Trade Finance Mana      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Cash Management Administration | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Cash Management Officer        | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Finance & Adm General Man      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Finance Admin                  | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Financial & Accounting Su      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Financial Control Departm      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Trade Finance Admin.           | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Trade Finance Officer          | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury & Bangking Manag      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Administration        | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury General Manager       | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Settlement Offic      | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Treasury Superintendent        | S_ALR_87015245 - Journal:<br>Transactions w. Cash Flows | 1     |
| Accounting Officer             | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |
| Bank & Trade Finance Mana      | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |
| Bank Rels. Officer & Cash      | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |
| Cash Management Administration | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |
| Cash Management Officer        | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |
| Finance & Adm General Man      | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |
| Finance Admin                  | S_ALR_87015248 - Treasury: Payment Schedule             | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Financial Control Departm | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Trade Finance Admin.      | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Trade Finance Officer     | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Treasury & Bangking Manag | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Treasury Administration   | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Treasury General Manager  | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Treasury Settlement Offic | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Treasury Superintendent   | S_ALR_87015248 - Treasury: Payment Schedule           | 1     |
| Bank & Trade Finance Mana | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Finance & Adm General Man | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Financial & Accounting Su | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Financial Control Departm | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Trade Finance Officer     | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Treasury & Bangking Manag | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Treasury General Manager  | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Treasury Superintendent   | S_ALR_87015258 - Treasury:Journal of Financial Trans. | 1     |
| Accounting Officer        | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |
| Budget & Control Supervis | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |
| Budget Officer            | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |
| Finance & Adm General Man | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |
| Finance Admin             | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |
| Finance Reporting Officer | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |
| Financial & Accounting Su | S_ALR_87099931 - Analyze Costing<br>Run               | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Control Departm | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| Financial Reporting Manag | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| Financial Reporting Offic | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| Financial Reporting Super | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| Managerial Reporting Supe | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| MGM_REP                   | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| Mgt Reporting & Budget Se | S_ALR_87099931 - Analyze Costing<br>Run                  | 1     |
| Accounting Officer        | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Budget & Control Supervis | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Budget Officer            | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Finance & Adm General Man | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Finance Admin             | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Finance Reporting Officer | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Financial & Accounting Su | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Financial Control Departm | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Financial Reporting Manag | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Financial Reporting Offic | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Financial Reporting Super | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Managerial Reporting Supe | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| MGM_REP                   | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Mgt Reporting & Budget Se | S_ALR_87099932 - Variances Between Costing Runs          | 1     |
| Accounting Officer        | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Administration Staff      | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Asset Officer             | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |

| HR Position                     | Code Matrix  | Count |
|---------------------------------|--|-------|
| Budget & Control Supervis       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Budget Officer                  | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Building & General Asset        | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Coal Handling Inf. Dev. &       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Commuication & Relation Officer | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Community Rel Admin Suppo       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Contract & Doc. Control O       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Default position                | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| ER & LM Admin Officer           | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| External Auditor                | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Finance & Adm General Man       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Finance Admin                   | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Finance Reporting Officer       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Financial & Accounting Su       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Financial Control Departm       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Financial Reporting Manag       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Financial Reporting Offic       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Financial Reporting Senio       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Financial Reporting Super       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Infrastructure Dev. Plan        | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Internal Auditor                | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Managerial Reporting Supe       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Mech & Elect Superintende       | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| MGM_REP                         | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| P&C Superintendent        | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Planning & Design Eng.    | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Production Administration | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Project Officer           | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| SAP Support               | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| Supporting Infr. Dev. Sup | S_ALR_87100191 -<br>Receipts/Expenditures in Fiscal Year | 1     |
| External Auditor          | S_ALR_87100623 - Asset Retirements (French Law)          | 1     |
| Finance Reporting Officer | S_ALR_87100623 - Asset Retirements (French Law)          | 1     |
| Financial Reporting Manag | S_ALR_87100623 - Asset Retirements (French Law)          | 1     |
| Financial Reporting Offic | S_ALR_87100623 - Asset Retirements (French Law)          | 1     |
| Financial Reporting Senio | S_ALR_87100623 - Asset Retirements<br>(French Law)       | 1     |
| Internal Auditor          | S_ALR_87100623 - Asset Retirements (French Law)          | 1     |
| SAP Support               | S_ALR_87100623 - Asset Retirements (French Law)          | 1     |
| External Auditor          | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| Finance Reporting Officer | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| Financial Reporting Manag | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| Financial Reporting Offic | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| Financial Reporting Senio | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| Internal Auditor          | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| SAP Support               | S_ALR_87100819 - Capital Allowance<br>Report (Singapore) | 1     |
| External Auditor          | S_ALR_87100820 - Balancing<br>Adjustment Report          | 1     |
| Finance Reporting Officer | S_ALR_87100820 - Balancing<br>Adjustment Report          | 1     |
| Financial Reporting Manag | S_ALR_87100820 - Balancing<br>Adjustment Report          | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_ALR_87100820 - Balancing<br>Adjustment Report       | 1     |
| Financial Reporting Senio | S_ALR_87100820 - Balancing<br>Adjustment Report       | 1     |
| Internal Auditor          | S_ALR_87100820 - Balancing<br>Adjustment Report       | 1     |
| SAP Support               | S_ALR_87100820 - Balancing<br>Adjustment Report       | 1     |
| External Auditor          | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| Finance Reporting Officer | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| Financial Reporting Manag | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| Financial Reporting Offic | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| Financial Reporting Senio | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| Internal Auditor          | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| SAP Support               | S_ALR_87100875 - Buffer Information for Number Ranges | 1     |
| External Auditor          | S_ALR_87100876 - Audit                                | 1     |
| Finance Reporting Officer | S_ALR_87100876 - Audit                                | 1     |
| Financial Reporting Manag | S_ALR_87100876 - Audit                                | 1     |
| Financial Reporting Offic | S_ALR_87100876 - Audit                                | 1     |
| Financial Reporting Senio | S_ALR_87100876 - Audit                                | 1     |
| Internal Auditor          | S_ALR_87100876 - Audit                                | 1     |
| SAP Support               | S_ALR_87100876 - Audit                                | 1     |
| External Auditor          | S_ALR_87100886 - Balance Sheet Key Figures            | 1     |
| Finance Reporting Officer | S_ALR_87100886 - Balance Sheet Key Figures            | 1     |
| Financial Reporting Manag | S_ALR_87100886 - Balance Sheet Key Figures            | 1     |
| Financial Reporting Offic | S_ALR_87100886 - Balance Sheet Key Figures            | 1     |
| Financial Reporting Senio | S_ALR_87100886 - Balance Sheet Key Figures            | 1     |
| Internal Auditor          | S_ALR_87100886 - Balance Sheet Key Figures            | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| SAP Support               | S_ALR_87100886 - Balance Sheet Key Figures    | 1     |
| External Auditor          | S_ALR_87100887 - Balance Sheet Key<br>Figures | 1     |
| Finance Reporting Officer | S_ALR_87100887 - Balance Sheet Key<br>Figures | 1     |
| Financial Reporting Manag | S_ALR_87100887 - Balance Sheet Key Figures    | 1     |
| Financial Reporting Offic | S_ALR_87100887 - Balance Sheet Key Figures    | 1     |
| Financial Reporting Senio | S_ALR_87100887 - Balance Sheet Key Figures    | 1     |
| Internal Auditor          | S_ALR_87100887 - Balance Sheet Key Figures    | 1     |
| SAP Support               | S_ALR_87100887 - Balance Sheet Key Figures    | 1     |
| External Auditor          | S_ALR_87100974 - Comparison                   | 1     |
| Finance Reporting Officer | S_ALR_87100974 - Comparison                   | 1     |
| Financial Reporting Manag | S_ALR_87100974 - Comparison                   | 1     |
| Financial Reporting Offic | S_ALR_87100974 - Comparison                   | 1     |
| Financial Reporting Senio | S_ALR_87100974 - Comparison                   | 1     |
| Internal Auditor          | S_ALR_87100974 - Comparison                   | 1     |
| SAP Support               | S_ALR_87100974 - Comparison                   | 1     |
| External Auditor          | S_ALR_87100975 - Audit                        | 1     |
| Finance Reporting Officer | S_ALR_87100975 - Audit                        | 1     |
| Financial Reporting Manag | S_ALR_87100975 - Audit                        | 1     |
| Financial Reporting Offic | S_ALR_87100975 - Audit                        | 1     |
| Financial Reporting Senio | S_ALR_87100975 - Audit                        | 1     |
| Internal Auditor          | S_ALR_87100975 - Audit                        | 1     |
| SAP Support               | S_ALR_87100975 - Audit                        | 1     |
| External Auditor          | S_ALR_87100977 - History Display              | 1     |
| Finance Reporting Officer | S_ALR_87100977 - History Display              | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87100977 - History Display             | 1     |
| Financial Reporting Offic | S_ALR_87100977 - History Display             | 1     |
| Financial Reporting Senio | S_ALR_87100977 - History Display             | 1     |
| Internal Auditor          | S_ALR_87100977 - History Display             | 1     |
| SAP Support               | S_ALR_87100977 - History Display             | 1     |
| External Auditor          | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| Finance Reporting Officer | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| Financial Reporting Manag | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| Financial Reporting Offic | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| Financial Reporting Senio | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| Internal Auditor          | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| SAP Support               | S_ALR_87100978 - Transaction Figures (Batch) | 1     |
| External Auditor          | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| Finance Reporting Officer | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| Financial Reporting Manag | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| Financial Reporting Offic | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| Financial Reporting Senio | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| Internal Auditor          | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| SAP Support               | S_ALR_87100979 - Total of Documents (Batch)  | 1     |
| External Auditor          | S_ALR_87100980 - Balances (Batch)            | 1     |
| Finance Reporting Officer | S_ALR_87100980 - Balances (Batch)            | 1     |
| Financial Reporting Manag | S_ALR_87100980 - Balances (Batch)            | 1     |
| Financial Reporting Offic | S_ALR_87100980 - Balances (Batch)            | 1     |
| Financial Reporting Senio | S_ALR_87100980 - Balances (Batch)            | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87100980 - Balances (Batch)              | 1     |
| SAP Support               | S_ALR_87100980 - Balances (Batch)              | 1     |
| External Auditor          | S_ALR_87100981 - Open Items (Batch)            | 1     |
| Finance Reporting Officer | S_ALR_87100981 - Open Items (Batch)            | 1     |
| Financial Reporting Manag | S_ALR_87100981 - Open Items (Batch)            | 1     |
| Financial Reporting Offic | S_ALR_87100981 - Open Items (Batch)            | 1     |
| Financial Reporting Senio | S_ALR_87100981 - Open Items (Batch)            | 1     |
| Internal Auditor          | S_ALR_87100981 - Open Items (Batch)            | 1     |
| SAP Support               | S_ALR_87100981 - Open Items (Batch)            | 1     |
| External Auditor          | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| Finance Reporting Officer | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| Financial Reporting Manag | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| Financial Reporting Offic | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| Financial Reporting Senio | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| Internal Auditor          | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| SAP Support               | S_ALR_87100982 - Last Year's<br>Balance Sheet  | 1     |
| External Auditor          | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| Finance Reporting Officer | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| Financial Reporting Manag | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| Financial Reporting Offic | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| Financial Reporting Senio | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| Internal Auditor          | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| SAP Support               | S_ALR_87100983 - Profit and Loss<br>Projection | 1     |
| External Auditor          | S_ALR_87100984 - P&L Plan Data                 | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87100984 - P&L Plan Data                   | 1     |
| Financial Reporting Manag | S_ALR_87100984 - P&L Plan Data                   | 1     |
| Financial Reporting Offic | S_ALR_87100984 - P&L Plan Data                   | 1     |
| Financial Reporting Senio | S_ALR_87100984 - P&L Plan Data                   | 1     |
| Internal Auditor          | S_ALR_87100984 - P&L Plan Data                   | 1     |
| SAP Support               | S_ALR_87100984 - P&L Plan Data                   | 1     |
| External Auditor          | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| Finance Reporting Officer | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| Financial Reporting Manag | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| Financial Reporting Offic | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| Financial Reporting Senio | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| Internal Auditor          | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| SAP Support               | S_ALR_87100985 - Balance Sheet and P&L (ABAP)    | 1     |
| External Auditor          | S_ALR_87100986 - Balance Sheet Key Figures       | 1     |
| Finance Reporting Officer | S_ALR_87100986 - Balance Sheet Key Figures       | 1     |
| Financial Reporting Manag | S_ALR_87100986 - Balance Sheet Key Figures       | 1     |
| Financial Reporting Offic | S_ALR_87100986 - Balance Sheet Key Figures       | 1     |
| Financial Reporting Senio | S_ALR_87100986 - Balance Sheet Key Figures       | 1     |
| Internal Auditor          | S_ALR_87100986 - Balance Sheet Key Figures       | 1     |
| SAP Support               | S_ALR_87100986 - Balance Sheet Key<br>Figures    | 1     |
| External Auditor          | S_ALR_87100987 - Account Balances to be Compared | 1     |
| Finance Reporting Officer | S_ALR_87100987 - Account Balances to be Compared | 1     |
| Financial Reporting Manag | S_ALR_87100987 - Account Balances to be Compared | 1     |
| Financial Reporting Offic | S_ALR_87100987 - Account Balances to be Compared | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_ALR_87100987 - Account Balances to be Compared | 1     |
| Internal Auditor          | S_ALR_87100987 - Account Balances to be Compared | 1     |
| SAP Support               | S_ALR_87100987 - Account Balances to be Compared | 1     |
| External Auditor          | S_ALR_87100988 - Structured Account Balances     | 1     |
| Finance Reporting Officer | S_ALR_87100988 - Structured Account Balances     | 1     |
| Financial Reporting Manag | S_ALR_87100988 - Structured Account Balances     | 1     |
| Financial Reporting Offic | S_ALR_87100988 - Structured Account Balances     | 1     |
| Financial Reporting Senio | S_ALR_87100988 - Structured Account<br>Balances  | 1     |
| Internal Auditor          | S_ALR_87100988 - Structured Account<br>Balances  | 1     |
| SAP Support               | S_ALR_87100988 - Structured Account<br>Balances  | 1     |
| External Auditor          | S_ALR_87100989 - Audit                           | 1     |
| Finance Reporting Officer | S_ALR_87100989 - Audit                           | 1     |
| Financial Reporting Manag | S_ALR_87100989 - Audit                           | 1     |
| Financial Reporting Offic | S_ALR_87100989 - Audit                           | 1     |
| Financial Reporting Senio | S_ALR_87100989 - Audit                           | 1     |
| Internal Auditor          | S_ALR_87100989 - Audit                           | 1     |
| SAP Support               | S_ALR_87100989 - Audit                           | 1     |
| External Auditor          | S_ALR_87100990 - Comparison                      | 1     |
| Finance Reporting Officer | S_ALR_87100990 - Comparison                      | 1     |
| Financial Reporting Manag | S_ALR_87100990 - Comparison                      | 1     |
| Financial Reporting Offic | S_ALR_87100990 - Comparison                      | 1     |
| Financial Reporting Senio | S_ALR_87100990 - Comparison                      | 1     |
| Internal Auditor          | S_ALR_87100990 - Comparison                      | 1     |
| SAP Support               | S_ALR_87100990 - Comparison                      | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| External Auditor          | S_ALR_87100991 - Chart of Accounts             | 1     |
| Finance Reporting Officer | S_ALR_87100991 - Chart of Accounts             | 1     |
| Financial Reporting Manag | S_ALR_87100991 - Chart of Accounts             | 1     |
| Financial Reporting Offic | S_ALR_87100991 - Chart of Accounts             | 1     |
| Financial Reporting Senio | S_ALR_87100991 - Chart of Accounts             | 1     |
| Internal Auditor          | S_ALR_87100991 - Chart of Accounts             | 1     |
| SAP Support               | S_ALR_87100991 - Chart of Accounts             | 1     |
| External Auditor          | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| Finance Reporting Officer | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| Financial Reporting Manag | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| Financial Reporting Offic | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| Financial Reporting Senio | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| Internal Auditor          | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| SAP Support               | S_ALR_87100992 - Account<br>Assignment Manual  | 1     |
| External Auditor          | S_ALR_87100993 - Account List for Company Code | 1     |
| Finance Reporting Officer | S_ALR_87100993 - Account List for Company Code | 1     |
| Financial Reporting Manag | S_ALR_87100993 - Account List for Company Code | 1     |
| Financial Reporting Offic | S_ALR_87100993 - Account List for Company Code | 1     |
| Financial Reporting Senio | S_ALR_87100993 - Account List for Company Code | 1     |
| Internal Auditor          | S_ALR_87100993 - Account List for Company Code | 1     |
| SAP Support               | S_ALR_87100993 - Account List for Company Code | 1     |
| External Auditor          | S_ALR_87100994 - Account Detail<br>Information | 1     |
| Finance Reporting Officer | S_ALR_87100994 - Account Detail<br>Information | 1     |
| Financial Reporting Manag | S_ALR_87100994 - Account Detail<br>Information | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87100994 - Account Detail<br>Information       | 1     |
| Financial Reporting Senio | S_ALR_87100994 - Account Detail<br>Information       | 1     |
| Internal Auditor          | S_ALR_87100994 - Account Detail<br>Information       | 1     |
| SAP Support               | S_ALR_87100994 - Account Detail<br>Information       | 1     |
| External Auditor          | S_ALR_87100995 - G/L Accounts                        | 1     |
| Finance Reporting Officer | S_ALR_87100995 - G/L Accounts                        | 1     |
| Financial Reporting Manag | S_ALR_87100995 - G/L Accounts                        | 1     |
| Financial Reporting Offic | S_ALR_87100995 - G/L Accounts                        | 1     |
| Financial Reporting Senio | S_ALR_87100995 - G/L Accounts                        | 1     |
| Internal Auditor          | S_ALR_87100995 - G/L Accounts                        | 1     |
| SAP Support               | S_ALR_87100995 - G/L Accounts                        | 1     |
| External Auditor          | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| Finance Reporting Officer | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| Financial Reporting Manag | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| Financial Reporting Offic | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| Financial Reporting Senio | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| Internal Auditor          | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| SAP Support               | S_ALR_87100996 - G/L Accounts<br>Marked for Deletion | 1     |
| External Auditor          | S_ALR_87100997 - List (Batch)                        | 1     |
| Finance Reporting Officer | S_ALR_87100997 - List (Batch)                        | 1     |
| Financial Reporting Manag | S_ALR_87100997 - List (Batch)                        | 1     |
| Financial Reporting Offic | S_ALR_87100997 - List (Batch)                        | 1     |
| Financial Reporting Senio | S_ALR_87100997 - List (Batch)                        | 1     |
| Internal Auditor          | S_ALR_87100997 - List (Batch)                        | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| SAP Support               | S_ALR_87100997 - List (Batch)              | 1     |
| External Auditor          | S_ALR_87100998 - Audit                     | 1     |
| Finance Reporting Officer | S_ALR_87100998 - Audit                     | 1     |
| Financial Reporting Manag | S_ALR_87100998 - Audit                     | 1     |
| Financial Reporting Offic | S_ALR_87100998 - Audit                     | 1     |
| Financial Reporting Senio | S_ALR_87100998 - Audit                     | 1     |
| Internal Auditor          | S_ALR_87100998 - Audit                     | 1     |
| SAP Support               | S_ALR_87100998 - Audit                     | 1     |
| External Auditor          | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| Finance Reporting Officer | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| Financial Reporting Manag | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| Financial Reporting Offic | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| Financial Reporting Senio | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| Internal Auditor          | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| SAP Support               | S_ALR_87100999 - Audit Interactive<br>List | 1     |
| External Auditor          | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| Finance Reporting Officer | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| Financial Reporting Manag | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| Financial Reporting Offic | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| Financial Reporting Senio | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| Internal Auditor          | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| SAP Support               | S_ALR_87101000 - Posting Totals (Batch !)  | 1     |
| External Auditor          | S_ALR_87101001 - Line Item Journal (Batch) | 1     |
| Finance Reporting Officer | S_ALR_87101001 - Line Item Journal (Batch) | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87101001 - Line Item Journal (Batch)           | 1     |
| Financial Reporting Offic | S_ALR_87101001 - Line Item Journal (Batch)           | 1     |
| Financial Reporting Senio | S_ALR_87101001 - Line Item Journal (Batch)           | 1     |
| Internal Auditor          | S_ALR_87101001 - Line Item Journal (Batch)           | 1     |
| SAP Support               | S_ALR_87101001 - Line Item Journal (Batch)           | 1     |
| External Auditor          | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| Finance Reporting Officer | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| Financial Reporting Manag | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| Financial Reporting Offic | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| Financial Reporting Senio | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| Internal Auditor          | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| SAP Support               | S_ALR_87101002 - Compact Document<br>Journal (Batch) | 1     |
| External Auditor          | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| Finance Reporting Officer | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| Financial Reporting Manag | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| Financial Reporting Offic | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| Financial Reporting Senio | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| Internal Auditor          | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| SAP Support               | S_ALR_87101004 - Update<br>Interrupted?              | 1     |
| External Auditor          | S_ALR_87101005 - Document Journal                    | 1     |
| Finance Reporting Officer | S_ALR_87101005 - Document Journal                    | 1     |
| Financial Reporting Manag | S_ALR_87101005 - Document Journal                    | 1     |
| Financial Reporting Offic | S_ALR_87101005 - Document Journal                    | 1     |
| Financial Reporting Senio | S_ALR_87101005 - Document Journal                    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Internal Auditor          | S_ALR_87101005 - Document Journal                       | 1     |
| SAP Support               | S_ALR_87101005 - Document Journal                       | 1     |
| External Auditor          | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| Finance Reporting Officer | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| Financial Reporting Manag | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| Financial Reporting Offic | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| Financial Reporting Senio | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| Internal Auditor          | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| SAP Support               | S_ALR_87101006 - Document Analysis<br>Doc. Database BRF | 1     |
| External Auditor          | S_ALR_87101007 - Request                                | 1     |
| Finance Reporting Officer | S_ALR_87101007 - Request                                | 1     |
| Financial Reporting Manag | S_ALR_87101007 - Request                                | 1     |
| Financial Reporting Offic | S_ALR_87101007 - Request                                | 1     |
| Financial Reporting Senio | S_ALR_87101007 - Request                                | 1     |
| Internal Auditor          | S_ALR_87101007 - Request                                | 1     |
| SAP Support               | S_ALR_87101007 - Request                                | 1     |
| External Auditor          | S_ALR_87101008 - List (Batch)                           | 1     |
| Finance Reporting Officer | S_ALR_87101008 - List (Batch)                           | 1     |
| Financial Reporting Manag | S_ALR_87101008 - List (Batch)                           | 1     |
| Financial Reporting Offic | S_ALR_87101008 - List (Batch)                           | 1     |
| Financial Reporting Senio | S_ALR_87101008 - List (Batch)                           | 1     |
| Internal Auditor          | S_ALR_87101008 - List (Batch)                           | 1     |
| SAP Support               | S_ALR_87101008 - List (Batch)                           | 1     |
| External Auditor          | S_ALR_87101009 - G/L Account<br>Balances                | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_ALR_87101009 - G/L Account<br>Balances              | 1     |
| Financial Reporting Manag | S_ALR_87101009 - G/L Account<br>Balances              | 1     |
| Financial Reporting Offic | S_ALR_87101009 - G/L Account<br>Balances              | 1     |
| Financial Reporting Senio | S_ALR_87101009 - G/L Account<br>Balances              | 1     |
| Internal Auditor          | S_ALR_87101009 - G/L Account<br>Balances              | 1     |
| SAP Support               | S_ALR_87101009 - G/L Account<br>Balances              | 1     |
| External Auditor          | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| Finance Reporting Officer | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| Financial Reporting Manag | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| Financial Reporting Offic | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| Financial Reporting Senio | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| Internal Auditor          | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| SAP Support               | S_ALR_87101010 - Financial Statement<br>Data (Baetge) | 1     |
| External Auditor          | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| Finance Reporting Officer | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| Financial Reporting Manag | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| Financial Reporting Offic | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| Financial Reporting Senio | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| Internal Auditor          | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| SAP Support               | S_ALR_87101011 - General, Single<br>Phase, Dialog     | 1     |
| External Auditor          | S_ALR_87101012 - Data Procurement                     | 1     |
| Finance Reporting Officer | S_ALR_87101012 - Data Procurement                     | 1     |
| Financial Reporting Manag | S_ALR_87101012 - Data Procurement                     | 1     |
| Financial Reporting Offic | S_ALR_87101012 - Data Procurement                     | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87101012 - Data Procurement                     | 1     |
| Internal Auditor          | S_ALR_87101012 - Data Procurement                     | 1     |
| SAP Support               | S_ALR_87101012 - Data Procurement                     | 1     |
| External Auditor          | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| Finance Reporting Officer | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| Financial Reporting Manag | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| Financial Reporting Offic | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| Financial Reporting Senio | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| Internal Auditor          | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| SAP Support               | S_ALR_87101013 - Download / Export (2nd Phase,Online) | 1     |
| External Auditor          | S_ALR_87101015 - Export from SDF                      | 1     |
| Finance Reporting Officer | S_ALR_87101015 - Export from SDF                      | 1     |
| Financial Reporting Manag | S_ALR_87101015 - Export from SDF                      | 1     |
| Financial Reporting Offic | S_ALR_87101015 - Export from SDF                      | 1     |
| Financial Reporting Senio | S_ALR_87101015 - Export from SDF                      | 1     |
| Internal Auditor          | S_ALR_87101015 - Export from SDF                      | 1     |
| SAP Support               | S_ALR_87101015 - Export from SDF                      | 1     |
| External Auditor          | S_ALR_87101016 - sdfg                                 | 1     |
| Finance Reporting Officer | S_ALR_87101016 - sdfg                                 | 1     |
| Financial Reporting Manag | S_ALR_87101016 - sdfg                                 | 1     |
| Financial Reporting Offic | S_ALR_87101016 - sdfg                                 | 1     |
| Financial Reporting Senio | S_ALR_87101016 - sdfg                                 | 1     |
| Internal Auditor          | S_ALR_87101016 - sdfg                                 | 1     |
| SAP Support               | S_ALR_87101016 - sdfg                                 | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| External Auditor          | S_ALR_87101017 - Audit Private Folder     | 1     |
| Finance Reporting Officer | S_ALR_87101017 - Audit Private Folder     | 1     |
| Financial Reporting Manag | S_ALR_87101017 - Audit Private Folder     | 1     |
| Financial Reporting Offic | S_ALR_87101017 - Audit Private Folder     | 1     |
| Financial Reporting Senio | S_ALR_87101017 - Audit Private Folder     | 1     |
| Internal Auditor          | S_ALR_87101017 - Audit Private Folder     | 1     |
| SAP Support               | S_ALR_87101017 - Audit Private Folder     | 1     |
| External Auditor          | S_ALR_87101019 - Export from BRF          | 1     |
| Finance Reporting Officer | S_ALR_87101019 - Export from BRF          | 1     |
| Financial Reporting Manag | S_ALR_87101019 - Export from BRF          | 1     |
| Financial Reporting Offic | S_ALR_87101019 - Export from BRF          | 1     |
| Financial Reporting Senio | S_ALR_87101019 - Export from BRF          | 1     |
| Internal Auditor          | S_ALR_87101019 - Export from BRF          | 1     |
| SAP Support               | S_ALR_87101019 - Export from BRF          | 1     |
| External Auditor          | S_ALR_87101021 - Fixed Values             | 1     |
| Finance Reporting Officer | S_ALR_87101021 - Fixed Values             | 1     |
| Financial Reporting Manag | S_ALR_87101021 - Fixed Values             | 1     |
| Financial Reporting Offic | S_ALR_87101021 - Fixed Values             | 1     |
| Financial Reporting Senio | S_ALR_87101021 - Fixed Values             | 1     |
| Internal Auditor          | S_ALR_87101021 - Fixed Values             | 1     |
| SAP Support               | S_ALR_87101021 - Fixed Values             | 1     |
| External Auditor          | S_ALR_87101023 - BRF Document<br>Database | 1     |
| Finance Reporting Officer | S_ALR_87101023 - BRF Document<br>Database | 1     |
| Financial Reporting Manag | S_ALR_87101023 - BRF Document<br>Database | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87101023 - BRF Document<br>Database    | 1     |
| Financial Reporting Senio | S_ALR_87101023 - BRF Document<br>Database    | 1     |
| Internal Auditor          | S_ALR_87101023 - BRF Document<br>Database    | 1     |
| SAP Support               | S_ALR_87101023 - BRF Document<br>Database    | 1     |
| External Auditor          | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| Finance Reporting Officer | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| Financial Reporting Manag | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| Financial Reporting Offic | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| Financial Reporting Senio | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| Internal Auditor          | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| SAP Support               | S_ALR_87101024 - DDF Customer<br>Database    | 1     |
| External Auditor          | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| Finance Reporting Officer | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| Financial Reporting Manag | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| Financial Reporting Offic | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| Financial Reporting Senio | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| Internal Auditor          | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| SAP Support               | S_ALR_87101025 - KDF Vendor<br>Database      | 1     |
| External Auditor          | S_ALR_87101026 - SDF G/L Account Database    | 1     |
| Finance Reporting Officer | S_ALR_87101026 - SDF G/L Account Database    | 1     |
| Financial Reporting Manag | S_ALR_87101026 - SDF G/L Account<br>Database | 1     |
| Financial Reporting Offic | S_ALR_87101026 - SDF G/L Account Database    | 1     |
| Financial Reporting Senio | S_ALR_87101026 - SDF G/L Account Database    | 1     |
| Internal Auditor          | S_ALR_87101026 - SDF G/L Account Database    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | S_ALR_87101026 - SDF G/L Account Database               | 1     |
| External Auditor          | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| Finance Reporting Officer | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| Financial Reporting Manag | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| Financial Reporting Offic | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| Financial Reporting Senio | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| Internal Auditor          | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| SAP Support               | S_ALR_87101027 - BRF Document<br>Database               | 1     |
| External Auditor          | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| Finance Reporting Officer | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| Financial Reporting Manag | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| Financial Reporting Offic | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| Financial Reporting Senio | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| Internal Auditor          | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| SAP Support               | S_ALR_87101028 - DDF Customer<br>Database               | 1     |
| External Auditor          | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| Finance Reporting Officer | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| Financial Reporting Manag | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| Financial Reporting Offic | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| Financial Reporting Senio | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| Internal Auditor          | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| SAP Support               | S_ALR_87101029 - KDF Vendor<br>Database                 | 1     |
| External Auditor          | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |
| Finance Reporting Officer | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |
| Financial Reporting Offic | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |
| Financial Reporting Senio | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |
| Internal Auditor          | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |
| SAP Support               | S_ALR_87101030 - SDF General<br>Ledger Account Database | 1     |
| External Auditor          | S_ALR_87101031 - Audit                                  | 1     |
| Finance Reporting Officer | S_ALR_87101031 - Audit                                  | 1     |
| Financial Reporting Manag | S_ALR_87101031 - Audit                                  | 1     |
| Financial Reporting Offic | S_ALR_87101031 - Audit                                  | 1     |
| Financial Reporting Senio | S_ALR_87101031 - Audit                                  | 1     |
| Internal Auditor          | S_ALR_87101031 - Audit                                  | 1     |
| SAP Support               | S_ALR_87101031 - Audit                                  | 1     |
| External Auditor          | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| Finance Reporting Officer | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| Financial Reporting Manag | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| Financial Reporting Offic | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| Financial Reporting Senio | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| Internal Auditor          | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| SAP Support               | S_ALR_87101046 - Reconciliation<br>Accounts             | 1     |
| External Auditor          | S_ALR_87101047 - Transaction -> G/L<br>Accounts         | 1     |
| Finance Reporting Officer | S_ALR_87101047 - Transaction -> G/L<br>Accounts         | 1     |
| Financial Reporting Manag | S_ALR_87101047 - Transaction -> G/L<br>Accounts         | 1     |
| Financial Reporting Offic | S_ALR_87101047 - Transaction -> G/L<br>Accounts         | 1     |
| Financial Reporting Senio | S_ALR_87101047 - Transaction -> G/L<br>Accounts         | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Internal Auditor          | S_ALR_87101047 - Transaction -> G/L<br>Accounts | 1     |
| SAP Support               | S_ALR_87101047 - Transaction -> G/L<br>Accounts | 1     |
| External Auditor          | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| Finance Reporting Officer | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| Financial Reporting Manag | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| Financial Reporting Offic | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| Financial Reporting Senio | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| Internal Auditor          | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| SAP Support               | S_ALR_87101048 - G/L Account -><br>Transactions | 1     |
| External Auditor          | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| Finance Reporting Officer | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| Financial Reporting Manag | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| Financial Reporting Offic | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| Financial Reporting Senio | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| Internal Auditor          | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| SAP Support               | S_ALR_87101049 - Number of G/L<br>Accounts      | 1     |
| External Auditor          | S_ALR_87101050 - Number of Assets<br>(Main No.) | 1     |
| Finance Reporting Officer | S_ALR_87101050 - Number of Assets (Main No.)    | 1     |
| Financial Reporting Manag | S_ALR_87101050 - Number of Assets (Main No.)    | 1     |
| Financial Reporting Offic | S_ALR_87101050 - Number of Assets<br>(Main No.) | 1     |
| Financial Reporting Senio | S_ALR_87101050 - Number of Assets<br>(Main No.) | 1     |
| Internal Auditor          | S_ALR_87101050 - Number of Assets<br>(Main No.) | 1     |
| SAP Support               | S_ALR_87101050 - Number of Assets<br>(Main No.) | 1     |
| External Auditor          | S_ALR_87101051 - Number of<br>Customers         | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_ALR_87101051 - Number of Customers                | 1     |
| Financial Reporting Manag | S_ALR_87101051 - Number of<br>Customers             | 1     |
| Financial Reporting Offic | S_ALR_87101051 - Number of<br>Customers             | 1     |
| Financial Reporting Senio | S_ALR_87101051 - Number of Customers                | 1     |
| Internal Auditor          | S_ALR_87101051 - Number of Customers                | 1     |
| SAP Support               | S_ALR_87101051 - Number of Customers                | 1     |
| External Auditor          | S_ALR_87101052 - Number of Vendors                  | 1     |
| Finance Reporting Officer | S_ALR_87101052 - Number of Vendors                  | 1     |
| Financial Reporting Manag | S_ALR_87101052 - Number of Vendors                  | 1     |
| Financial Reporting Offic | S_ALR_87101052 - Number of Vendors                  | 1     |
| Financial Reporting Senio | S_ALR_87101052 - Number of Vendors                  | 1     |
| Internal Auditor          | S_ALR_87101052 - Number of Vendors                  | 1     |
| SAP Support               | S_ALR_87101052 - Number of Vendors                  | 1     |
| External Auditor          | S_ALR_87101053 - Number of Materials                | 1     |
| Finance Reporting Officer | S_ALR_87101053 - Number of Materials                | 1     |
| Financial Reporting Manag | S_ALR_87101053 - Number of Materials                | 1     |
| Financial Reporting Offic | S_ALR_87101053 - Number of Materials                | 1     |
| Financial Reporting Senio | S_ALR_87101053 - Number of Materials                | 1     |
| Internal Auditor          | S_ALR_87101053 - Number of Materials                | 1     |
| SAP Support               | S_ALR_87101053 - Number of<br>Materials             | 1     |
| External Auditor          | S_ALR_87101055 - Items, Normal<br>Documents (Batch) | 1     |
| Finance Reporting Officer | S_ALR_87101055 - Items, Normal Documents (Batch)    | 1     |
| Financial Reporting Manag | S_ALR_87101055 - Items, Normal<br>Documents (Batch) | 1     |
| Financial Reporting Offic | S_ALR_87101055 - Items, Normal Documents (Batch)    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87101055 - Items, Normal Documents (Batch)    | 1     |
| Internal Auditor          | S_ALR_87101055 - Items, Normal<br>Documents (Batch) | 1     |
| SAP Support               | S_ALR_87101055 - Items, Normal<br>Documents (Batch) | 1     |
| External Auditor          | S_ALR_87101057 - Comparison                         | 1     |
| Finance Reporting Officer | S_ALR_87101057 - Comparison                         | 1     |
| Financial Reporting Manag | S_ALR_87101057 - Comparison                         | 1     |
| Financial Reporting Offic | S_ALR_87101057 - Comparison                         | 1     |
| Financial Reporting Senio | S_ALR_87101057 - Comparison                         | 1     |
| Internal Auditor          | S_ALR_87101057 - Comparison                         | 1     |
| SAP Support               | S_ALR_87101057 - Comparison                         | 1     |
| External Auditor          | S_ALR_87101058 - Transaction Figures (Batch!)       | 1     |
| Finance Reporting Officer | S_ALR_87101058 - Transaction Figures (Batch!)       | 1     |
| Financial Reporting Manag | S_ALR_87101058 - Transaction Figures (Batch!)       | 1     |
| Financial Reporting Offic | S_ALR_87101058 - Transaction Figures (Batch !)      | 1     |
| Financial Reporting Senio | S_ALR_87101058 - Transaction Figures (Batch !)      | 1     |
| Internal Auditor          | S_ALR_87101058 - Transaction Figures (Batch !)      | 1     |
| SAP Support               | S_ALR_87101058 - Transaction Figures (Batch !)      | 1     |
| External Auditor          | S_ALR_87101059 - Open Items (Batch !)               | 1     |
| Finance Reporting Officer | S_ALR_87101059 - Open Items (Batch !)               | 1     |
| Financial Reporting Manag | S_ALR_87101059 - Open Items (Batch !)               | 1     |
| Financial Reporting Offic | S_ALR_87101059 - Open Items (Batch !)               | 1     |
| Financial Reporting Senio | S_ALR_87101059 - Open Items (Batch !)               | 1     |
| Internal Auditor          | S_ALR_87101059 - Open Items (Batch !)               | 1     |
| SAP Support               | S_ALR_87101059 - Open Items (Batch !)               | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| External Auditor          | S_ALR_87101061 - Account List                      | 1     |
| Finance Reporting Officer | S_ALR_87101061 - Account List                      | 1     |
| Financial Reporting Manag | S_ALR_87101061 - Account List                      | 1     |
| Financial Reporting Offic | S_ALR_87101061 - Account List                      | 1     |
| Financial Reporting Senio | S_ALR_87101061 - Account List                      | 1     |
| Internal Auditor          | S_ALR_87101061 - Account List                      | 1     |
| SAP Support               | S_ALR_87101061 - Account List                      | 1     |
| External Auditor          | S_ALR_87101062 - Account List for Company Code     | 1     |
| Finance Reporting Officer | S_ALR_87101062 - Account List for Company Code     | 1     |
| Financial Reporting Manag | S_ALR_87101062 - Account List for Company Code     | 1     |
| Financial Reporting Offic | S_ALR_87101062 - Account List for Company Code     | 1     |
| Financial Reporting Senio | S_ALR_87101062 - Account List for Company Code     | 1     |
| Internal Auditor          | S_ALR_87101062 - Account List for Company Code     | 1     |
| SAP Support               | S_ALR_87101062 - Account List for Company Code     | 1     |
| External Auditor          | S_ALR_87101063 - Account Detail Information        | 1     |
| Finance Reporting Officer | S_ALR_87101063 - Account Detail Information        | 1     |
| Financial Reporting Manag | S_ALR_87101063 - Account Detail Information        | 1     |
| Financial Reporting Offic | S_ALR_87101063 - Account Detail Information        | 1     |
| Financial Reporting Senio | S_ALR_87101063 - Account Detail Information        | 1     |
| Internal Auditor          | S_ALR_87101063 - Account Detail Information        | 1     |
| SAP Support               | S_ALR_87101063 - Account Detail Information        | 1     |
| External Auditor          | S_ALR_87101064 - New Customers for CoCode in Check | 1     |
| Finance Reporting Officer | S_ALR_87101064 - New Customers for CoCode in Check | 1     |
| Financial Reporting Manag | S_ALR_87101064 - New Customers for CoCode in Check | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87101064 - New Customers for CoCode in Check | 1     |
| Financial Reporting Senio | S_ALR_87101064 - New Customers for CoCode in Check | 1     |
| Internal Auditor          | S_ALR_87101064 - New Customers for CoCode in Check | 1     |
| SAP Support               | S_ALR_87101064 - New Customers for CoCode in Check | 1     |
| External Auditor          | S_ALR_87101065 - Marked for Deletion               | 1     |
| Finance Reporting Officer | S_ALR_87101065 - Marked for Deletion               | 1     |
| Financial Reporting Manag | S_ALR_87101065 - Marked for Deletion               | 1     |
| Financial Reporting Offic | S_ALR_87101065 - Marked for Deletion               | 1     |
| Financial Reporting Senio | S_ALR_87101065 - Marked for Deletion               | 1     |
| Internal Auditor          | S_ALR_87101065 - Marked for Deletion               | 1     |
| SAP Support               | S_ALR_87101065 - Marked for Deletion               | 1     |
| External Auditor          | S_ALR_87101066 - List (Batch)                      | 1     |
| Finance Reporting Officer | S_ALR_87101066 - List (Batch)                      | 1     |
| Financial Reporting Manag | S_ALR_87101066 - List (Batch)                      | 1     |
| Financial Reporting Offic | S_ALR_87101066 - List (Batch)                      | 1     |
| Financial Reporting Senio | S_ALR_87101066 - List (Batch)                      | 1     |
| Internal Auditor          | S_ALR_87101066 - List (Batch)                      | 1     |
| SAP Support               | S_ALR_87101066 - List (Batch)                      | 1     |
| External Auditor          | S_ALR_87101067 - Audit                             | 1     |
| Finance Reporting Officer | S_ALR_87101067 - Audit                             | 1     |
| Financial Reporting Manag | S_ALR_87101067 - Audit                             | 1     |
| Financial Reporting Offic | S_ALR_87101067 - Audit                             | 1     |
| Financial Reporting Senio | S_ALR_87101067 - Audit                             | 1     |
| Internal Auditor          | S_ALR_87101067 - Audit                             | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| SAP Support               | S_ALR_87101067 - Audit                                   | 1     |
| External Auditor          | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| Finance Reporting Officer | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| Financial Reporting Manag | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| Financial Reporting Offic | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| Financial Reporting Senio | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| Internal Auditor          | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| SAP Support               | S_ALR_87101068 - Document Analysis<br>Customer Doc. Data | 1     |
| External Auditor          | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| Finance Reporting Officer | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| Financial Reporting Manag | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| Financial Reporting Offic | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| Financial Reporting Senio | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| Internal Auditor          | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| SAP Support               | S_ALR_87101069 - FI Outgoing Invoice<br>List             | 1     |
| External Auditor          | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| Finance Reporting Officer | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| Financial Reporting Manag | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| Financial Reporting Offic | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| Financial Reporting Senio | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| Internal Auditor          | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| SAP Support               | S_ALR_87101070 - FI Invoice Nos<br>Used Multiple Times   | 1     |
| External Auditor          | S_ALR_87101071 - Audit                                   | 1     |
| Finance Reporting Officer | S_ALR_87101071 - Audit                                   | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87101071 - Audit                            | 1     |
| Financial Reporting Offic | S_ALR_87101071 - Audit                            | 1     |
| Financial Reporting Senio | S_ALR_87101071 - Audit                            | 1     |
| Internal Auditor          | S_ALR_87101071 - Audit                            | 1     |
| SAP Support               | S_ALR_87101071 - Audit                            | 1     |
| External Auditor          | S_ALR_87101072 - Reconciliation                   | 1     |
| Finance Reporting Officer | S_ALR_87101072 - Reconciliation                   | 1     |
| Financial Reporting Manag | S_ALR_87101072 - Reconciliation                   | 1     |
| Financial Reporting Offic | S_ALR_87101072 - Reconciliation                   | 1     |
| Financial Reporting Senio | S_ALR_87101072 - Reconciliation                   | 1     |
| Internal Auditor          | S_ALR_87101072 - Reconciliation                   | 1     |
| SAP Support               | S_ALR_87101072 - Reconciliation                   | 1     |
| External Auditor          | S_ALR_87101074 - Program Description              | 1     |
| Finance Reporting Officer | S_ALR_87101074 - Program<br>Description           | 1     |
| Financial Reporting Manag | S_ALR_87101074 - Program<br>Description           | 1     |
| Financial Reporting Offic | S_ALR_87101074 - Program<br>Description           | 1     |
| Financial Reporting Senio | S_ALR_87101074 - Program<br>Description           | 1     |
| Internal Auditor          | S_ALR_87101074 - Program<br>Description           | 1     |
| SAP Support               | S_ALR_87101074 - Program<br>Description           | 1     |
| External Auditor          | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |
| Finance Reporting Officer | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |
| Financial Reporting Manag | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |
| Financial Reporting Offic | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |
| Financial Reporting Senio | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Internal Auditor          | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |
| SAP Support               | S_ALR_87101075 - General, Single<br>Phase, Dialog | 1     |
| External Auditor          | S_ALR_87101076 - Data Procurement                 | 1     |
| Finance Reporting Officer | S_ALR_87101076 - Data Procurement                 | 1     |
| Financial Reporting Manag | S_ALR_87101076 - Data Procurement                 | 1     |
| Financial Reporting Offic | S_ALR_87101076 - Data Procurement                 | 1     |
| Financial Reporting Senio | S_ALR_87101076 - Data Procurement                 | 1     |
| Internal Auditor          | S_ALR_87101076 - Data Procurement                 | 1     |
| SAP Support               | S_ALR_87101076 - Data Procurement                 | 1     |
| External Auditor          | S_ALR_87101077 - Domestic                         | 1     |
| Finance Reporting Officer | S_ALR_87101077 - Domestic                         | 1     |
| Financial Reporting Manag | S_ALR_87101077 - Domestic                         | 1     |
| Financial Reporting Offic | S_ALR_87101077 - Domestic                         | 1     |
| Financial Reporting Senio | S_ALR_87101077 - Domestic                         | 1     |
| Internal Auditor          | S_ALR_87101077 - Domestic                         | 1     |
| SAP Support               | S_ALR_87101077 - Domestic                         | 1     |
| External Auditor          | S_ALR_87101078 - International                    | 1     |
| Finance Reporting Officer | S_ALR_87101078 - International                    | 1     |
| Financial Reporting Manag | S_ALR_87101078 - International                    | 1     |
| Financial Reporting Offic | S_ALR_87101078 - International                    | 1     |
| Financial Reporting Senio | S_ALR_87101078 - International                    | 1     |
| Internal Auditor          | S_ALR_87101078 - International                    | 1     |
| SAP Support               | S_ALR_87101078 - International                    | 1     |
| External Auditor          | S_ALR_87101079 - Affiliated<br>Companies          | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87101079 - Affiliated<br>Companies | 1     |
| Financial Reporting Manag | S_ALR_87101079 - Affiliated<br>Companies | 1     |
| Financial Reporting Offic | S_ALR_87101079 - Affiliated<br>Companies | 1     |
| Financial Reporting Senio | S_ALR_87101079 - Affiliated<br>Companies | 1     |
| Internal Auditor          | S_ALR_87101079 - Affiliated<br>Companies | 1     |
| SAP Support               | S_ALR_87101079 - Affiliated<br>Companies | 1     |
| External Auditor          | S_ALR_87101080 - Domestic                | 1     |
| Finance Reporting Officer | S_ALR_87101080 - Domestic                | 1     |
| Financial Reporting Manag | S_ALR_87101080 - Domestic                | 1     |
| Financial Reporting Offic | S_ALR_87101080 - Domestic                | 1     |
| Financial Reporting Senio | S_ALR_87101080 - Domestic                | 1     |
| Internal Auditor          | S_ALR_87101080 - Domestic                | 1     |
| SAP Support               | S_ALR_87101080 - Domestic                | 1     |
| External Auditor          | S_ALR_87101081 - International           | 1     |
| Finance Reporting Officer | S_ALR_87101081 - International           | 1     |
| Financial Reporting Manag | S_ALR_87101081 - International           | 1     |
| Financial Reporting Offic | S_ALR_87101081 - International           | 1     |
| Financial Reporting Senio | S_ALR_87101081 - International           | 1     |
| Internal Auditor          | S_ALR_87101081 - International           | 1     |
| SAP Support               | S_ALR_87101081 - International           | 1     |
| External Auditor          | S_ALR_87101082 - Domestic                | 1     |
| Finance Reporting Officer | S_ALR_87101082 - Domestic                | 1     |
| Financial Reporting Manag | S_ALR_87101082 - Domestic                | 1     |
| Financial Reporting Offic | S_ALR_87101082 - Domestic                | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial Reporting Senio | S_ALR_87101082 - Domestic      | 1     |
| Internal Auditor          | S_ALR_87101082 - Domestic      | 1     |
| SAP Support               | S_ALR_87101082 - Domestic      | 1     |
| External Auditor          | S_ALR_87101083 - International | 1     |
| Finance Reporting Officer | S_ALR_87101083 - International | 1     |
| Financial Reporting Manag | S_ALR_87101083 - International | 1     |
| Financial Reporting Offic | S_ALR_87101083 - International | 1     |
| Financial Reporting Senio | S_ALR_87101083 - International | 1     |
| Internal Auditor          | S_ALR_87101083 - International | 1     |
| SAP Support               | S_ALR_87101083 - International | 1     |
| External Auditor          | S_ALR_87101084 - Domestic      | 1     |
| Finance Reporting Officer | S_ALR_87101084 - Domestic      | 1     |
| Financial Reporting Manag | S_ALR_87101084 - Domestic      | 1     |
| Financial Reporting Offic | S_ALR_87101084 - Domestic      | 1     |
| Financial Reporting Senio | S_ALR_87101084 - Domestic      | 1     |
| Internal Auditor          | S_ALR_87101084 - Domestic      | 1     |
| SAP Support               | S_ALR_87101084 - Domestic      | 1     |
| External Auditor          | S_ALR_87101085 - International | 1     |
| Finance Reporting Officer | S_ALR_87101085 - International | 1     |
| Financial Reporting Manag | S_ALR_87101085 - International | 1     |
| Financial Reporting Offic | S_ALR_87101085 - International | 1     |
| Financial Reporting Senio | S_ALR_87101085 - International | 1     |
| Internal Auditor          | S_ALR_87101085 - International | 1     |
| SAP Support               | S_ALR_87101085 - International | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| External Auditor          | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| Finance Reporting Officer | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| Financial Reporting Manag | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| Financial Reporting Offic | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| Financial Reporting Senio | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| Internal Auditor          | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| SAP Support               | S_ALR_87101086 - Affiliated<br>Companies                | 1     |
| External Auditor          | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| Finance Reporting Officer | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| Financial Reporting Manag | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| Financial Reporting Offic | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| Financial Reporting Senio | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| Internal Auditor          | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| SAP Support               | S_ALR_87101087 - Vendor Accnt<br>Balances: Credit Memos | 1     |
| External Auditor          | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| Finance Reporting Officer | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| Financial Reporting Manag | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| Financial Reporting Offic | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| Financial Reporting Senio | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| Internal Auditor          | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| SAP Support               | S_ALR_87101088 - Trial Balance:<br>Down Payments Made   | 1     |
| External Auditor          | S_ALR_87101089 - Line Item List                         | 1     |
| Finance Reporting Officer | S_ALR_87101089 - Line Item List                         | 1     |
| Financial Reporting Manag | S_ALR_87101089 - Line Item List                         | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87101089 - Line Item List                      | 1     |
| Financial Reporting Senio | S_ALR_87101089 - Line Item List                      | 1     |
| Internal Auditor          | S_ALR_87101089 - Line Item List                      | 1     |
| SAP Support               | S_ALR_87101089 - Line Item List                      | 1     |
| External Auditor          | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| Finance Reporting Officer | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| Financial Reporting Manag | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| Financial Reporting Offic | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| Financial Reporting Senio | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| Internal Auditor          | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| SAP Support               | S_ALR_87101090 - Trial Balance:<br>Security Deposits | 1     |
| External Auditor          | S_ALR_87101091 - Line Item List                      | 1     |
| Finance Reporting Officer | S_ALR_87101091 - Line Item List                      | 1     |
| Financial Reporting Manag | S_ALR_87101091 - Line Item List                      | 1     |
| Financial Reporting Offic | S_ALR_87101091 - Line Item List                      | 1     |
| Financial Reporting Senio | S_ALR_87101091 - Line Item List                      | 1     |
| Internal Auditor          | S_ALR_87101091 - Line Item List                      | 1     |
| SAP Support               | S_ALR_87101091 - Line Item List                      | 1     |
| External Auditor          | S_ALR_87101092 - Domestic                            | 1     |
| Finance Reporting Officer | S_ALR_87101092 - Domestic                            | 1     |
| Financial Reporting Manag | S_ALR_87101092 - Domestic                            | 1     |
| Financial Reporting Offic | S_ALR_87101092 - Domestic                            | 1     |
| Financial Reporting Senio | S_ALR_87101092 - Domestic                            | 1     |
| Internal Auditor          | S_ALR_87101092 - Domestic                            | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| SAP Support               | S_ALR_87101092 - Domestic                                | 1     |
| External Auditor          | S_ALR_87101093 - International                           | 1     |
| Finance Reporting Officer | S_ALR_87101093 - International                           | 1     |
| Financial Reporting Manag | S_ALR_87101093 - International                           | 1     |
| Financial Reporting Offic | S_ALR_87101093 - International                           | 1     |
| Financial Reporting Senio | S_ALR_87101093 - International                           | 1     |
| Internal Auditor          | S_ALR_87101093 - International                           | 1     |
| SAP Support               | S_ALR_87101093 - International                           | 1     |
| External Auditor          | S_ALR_87101094 - Domestic                                | 1     |
| Finance Reporting Officer | S_ALR_87101094 - Domestic                                | 1     |
| Financial Reporting Manag | S_ALR_87101094 - Domestic                                | 1     |
| Financial Reporting Offic | S_ALR_87101094 - Domestic                                | 1     |
| Financial Reporting Senio | S_ALR_87101094 - Domestic                                | 1     |
| Internal Auditor          | S_ALR_87101094 - Domestic                                | 1     |
| SAP Support               | S_ALR_87101094 - Domestic                                | 1     |
| External Auditor          | S_ALR_87101095 - International                           | 1     |
| Finance Reporting Officer | S_ALR_87101095 - International                           | 1     |
| Financial Reporting Manag | S_ALR_87101095 - International                           | 1     |
| Financial Reporting Offic | S_ALR_87101095 - International                           | 1     |
| Financial Reporting Senio | S_ALR_87101095 - International                           | 1     |
| Internal Auditor          | S_ALR_87101095 - International                           | 1     |
| SAP Support               | S_ALR_87101095 - International                           | 1     |
| External Auditor          | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |
| Finance Reporting Officer | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |
| Financial Reporting Offic | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |
| Financial Reporting Senio | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |
| Internal Auditor          | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |
| SAP Support               | S_ALR_87101096 - Accnt Bals:<br>Individual Value Adjmnts | 1     |
| External Auditor          | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| Finance Reporting Officer | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| Financial Reporting Manag | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| Financial Reporting Offic | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| Financial Reporting Senio | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| Internal Auditor          | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| SAP Support               | S_ALR_87101097 - Individual Value<br>Adjustments         | 1     |
| External Auditor          | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| Finance Reporting Officer | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| Financial Reporting Manag | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| Financial Reporting Offic | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| Financial Reporting Senio | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| Internal Auditor          | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| SAP Support               | S_ALR_87101098 - Trial Balance: Bills<br>Receivable      | 1     |
| External Auditor          | S_ALR_87101099 - Bill of Exchange<br>List                | 1     |
| Finance Reporting Officer | S_ALR_87101099 - Bill of Exchange<br>List                | 1     |
| Financial Reporting Manag | S_ALR_87101099 - Bill of Exchange<br>List                | 1     |
| Financial Reporting Offic | S_ALR_87101099 - Bill of Exchange<br>List                | 1     |
| Financial Reporting Senio | S_ALR_87101099 - Bill of Exchange<br>List                | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87101099 - Bill of Exchange<br>List              | 1     |
| SAP Support               | S_ALR_87101099 - Bill of Exchange<br>List              | 1     |
| External Auditor          | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| Finance Reporting Officer | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| Financial Reporting Manag | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| Financial Reporting Offic | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| Financial Reporting Senio | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| Internal Auditor          | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| SAP Support               | S_ALR_87101100 - Bills of Exchange<br>Receivable       | 1     |
| External Auditor          | S_ALR_87101101 - Line Item List                        | 1     |
| Finance Reporting Officer | S_ALR_87101101 - Line Item List                        | 1     |
| Financial Reporting Manag | S_ALR_87101101 - Line Item List                        | 1     |
| Financial Reporting Offic | S_ALR_87101101 - Line Item List                        | 1     |
| Financial Reporting Senio | S_ALR_87101101 - Line Item List                        | 1     |
| Internal Auditor          | S_ALR_87101101 - Line Item List                        | 1     |
| SAP Support               | S_ALR_87101101 - Line Item List                        | 1     |
| External Auditor          | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| Finance Reporting Officer | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| Financial Reporting Manag | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| Financial Reporting Offic | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| Financial Reporting Senio | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| Internal Auditor          | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| SAP Support               | S_ALR_87101102 - Account Balance:<br>Bills of Exchange | 1     |
| External Auditor          | S_ALR_87101103 - Line Item List                        | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_ALR_87101103 - Line Item List               | 1     |
| Financial Reporting Manag | S_ALR_87101103 - Line Item List               | 1     |
| Financial Reporting Offic | S_ALR_87101103 - Line Item List               | 1     |
| Financial Reporting Senio | S_ALR_87101103 - Line Item List               | 1     |
| Internal Auditor          | S_ALR_87101103 - Line Item List               | 1     |
| SAP Support               | S_ALR_87101103 - Line Item List               | 1     |
| External Auditor          | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| Finance Reporting Officer | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| Financial Reporting Manag | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| Financial Reporting Offic | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| Financial Reporting Senio | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| Internal Auditor          | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| SAP Support               | S_ALR_87101104 - Trial Balance:<br>Guarantees | 1     |
| External Auditor          | S_ALR_87101105 - Line Item List               | 1     |
| Finance Reporting Officer | S_ALR_87101105 - Line Item List               | 1     |
| Financial Reporting Manag | S_ALR_87101105 - Line Item List               | 1     |
| Financial Reporting Offic | S_ALR_87101105 - Line Item List               | 1     |
| Financial Reporting Senio | S_ALR_87101105 - Line Item List               | 1     |
| Internal Auditor          | S_ALR_87101105 - Line Item List               | 1     |
| SAP Support               | S_ALR_87101105 - Line Item List               | 1     |
| External Auditor          | S_ALR_87101106 - Brief Overview               | 1     |
| Finance Reporting Officer | S_ALR_87101106 - Brief Overview               | 1     |
| Financial Reporting Manag | S_ALR_87101106 - Brief Overview               | 1     |
| Financial Reporting Offic | S_ALR_87101106 - Brief Overview               | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87101106 - Brief Overview         | 1     |
| Internal Auditor          | S_ALR_87101106 - Brief Overview         | 1     |
| SAP Support               | S_ALR_87101106 - Brief Overview         | 1     |
| External Auditor          | S_ALR_87101107 - Audit                  | 1     |
| Finance Reporting Officer | S_ALR_87101107 - Audit                  | 1     |
| Financial Reporting Manag | S_ALR_87101107 - Audit                  | 1     |
| Financial Reporting Offic | S_ALR_87101107 - Audit                  | 1     |
| Financial Reporting Senio | S_ALR_87101107 - Audit                  | 1     |
| Internal Auditor          | S_ALR_87101107 - Audit                  | 1     |
| SAP Support               | S_ALR_87101107 - Audit                  | 1     |
| External Auditor          | S_ALR_87101108 - Missing Credit Data    | 1     |
| Finance Reporting Officer | S_ALR_87101108 - Missing Credit Data    | 1     |
| Financial Reporting Manag | S_ALR_87101108 - Missing Credit Data    | 1     |
| Financial Reporting Offic | S_ALR_87101108 - Missing Credit Data    | 1     |
| Financial Reporting Senio | S_ALR_87101108 - Missing Credit Data    | 1     |
| Internal Auditor          | S_ALR_87101108 - Missing Credit Data    | 1     |
| SAP Support               | S_ALR_87101108 - Missing Credit Data    | 1     |
| External Auditor          | S_ALR_87101109 - Master Data<br>Changes | 1     |
| Finance Reporting Officer | S_ALR_87101109 - Master Data<br>Changes | 1     |
| Financial Reporting Manag | S_ALR_87101109 - Master Data<br>Changes | 1     |
| Financial Reporting Offic | S_ALR_87101109 - Master Data<br>Changes | 1     |
| Financial Reporting Senio | S_ALR_87101109 - Master Data<br>Changes | 1     |
| Internal Auditor          | S_ALR_87101109 - Master Data<br>Changes | 1     |
| SAP Support               | S_ALR_87101109 - Master Data<br>Changes | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| External Auditor          | S_ALR_87101116 - Transaction Figures (Batch !) | 1     |
| Finance Reporting Officer | S_ALR_87101116 - Transaction Figures (Batch!)  | 1     |
| Financial Reporting Manag | S_ALR_87101116 - Transaction Figures (Batch !) | 1     |
| Financial Reporting Offic | S_ALR_87101116 - Transaction Figures (Batch !) | 1     |
| Financial Reporting Senio | S_ALR_87101116 - Transaction Figures (Batch !) | 1     |
| Internal Auditor          | S_ALR_87101116 - Transaction Figures (Batch !) | 1     |
| SAP Support               | S_ALR_87101116 - Transaction Figures (Batch !) | 1     |
| External Auditor          | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| Finance Reporting Officer | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| Financial Reporting Manag | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| Financial Reporting Offic | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| Financial Reporting Senio | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| Internal Auditor          | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| SAP Support               | S_ALR_87101117 - Open Items (Batch !)          | 1     |
| External Auditor          | S_ALR_87101118 - Account List                  | 1     |
| Finance Reporting Officer | S_ALR_87101118 - Account List                  | 1     |
| Financial Reporting Manag | S_ALR_87101118 - Account List                  | 1     |
| Financial Reporting Offic | S_ALR_87101118 - Account List                  | 1     |
| Financial Reporting Senio | S_ALR_87101118 - Account List                  | 1     |
| Internal Auditor          | S_ALR_87101118 - Account List                  | 1     |
| SAP Support               | S_ALR_87101118 - Account List                  | 1     |
| External Auditor          | S_ALR_87101119 - Account List for Company Code | 1     |
| Finance Reporting Officer | S_ALR_87101119 - Account List for Company Code | 1     |
| Financial Reporting Manag | S_ALR_87101119 - Account List for Company Code | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87101119 - Account List for Company Code | 1     |
| Financial Reporting Senio | S_ALR_87101119 - Account List for Company Code | 1     |
| Internal Auditor          | S_ALR_87101119 - Account List for Company Code | 1     |
| SAP Support               | S_ALR_87101119 - Account List for Company Code | 1     |
| External Auditor          | S_ALR_87101120 - Account Detail Information    | 1     |
| Finance Reporting Officer | S_ALR_87101120 - Account Detail Information    | 1     |
| Financial Reporting Manag | S_ALR_87101120 - Account Detail Information    | 1     |
| Financial Reporting Offic | S_ALR_87101120 - Account Detail Information    | 1     |
| Financial Reporting Senio | S_ALR_87101120 - Account Detail Information    | 1     |
| Internal Auditor          | S_ALR_87101120 - Account Detail Information    | 1     |
| SAP Support               | S_ALR_87101120 - Account Detail Information    | 1     |
| External Auditor          | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| Finance Reporting Officer | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| Financial Reporting Manag | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| Financial Reporting Offic | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| Financial Reporting Senio | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| Internal Auditor          | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| SAP Support               | S_ALR_87101121 - Directory, New Acquisitions   | 1     |
| External Auditor          | S_ALR_87101122 - Deletion Flag                 | 1     |
| Finance Reporting Officer | S_ALR_87101122 - Deletion Flag                 | 1     |
| Financial Reporting Manag | S_ALR_87101122 - Deletion Flag                 | 1     |
| Financial Reporting Offic | S_ALR_87101122 - Deletion Flag                 | 1     |
| Financial Reporting Senio | S_ALR_87101122 - Deletion Flag                 | 1     |
| Internal Auditor          | S_ALR_87101122 - Deletion Flag                 | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| SAP Support               | S_ALR_87101122 - Deletion Flag               | 1     |
| External Auditor          | S_ALR_87101123 - Audit                       | 1     |
| Finance Reporting Officer | S_ALR_87101123 - Audit                       | 1     |
| Financial Reporting Manag | S_ALR_87101123 - Audit                       | 1     |
| Financial Reporting Offic | S_ALR_87101123 - Audit                       | 1     |
| Financial Reporting Senio | S_ALR_87101123 - Audit                       | 1     |
| Internal Auditor          | S_ALR_87101123 - Audit                       | 1     |
| SAP Support               | S_ALR_87101123 - Audit                       | 1     |
| External Auditor          | S_ALR_87101124 - Audit                       | 1     |
| Finance Reporting Officer | S_ALR_87101124 - Audit                       | 1     |
| Financial Reporting Manag | S_ALR_87101124 - Audit                       | 1     |
| Financial Reporting Offic | S_ALR_87101124 - Audit                       | 1     |
| Financial Reporting Senio | S_ALR_87101124 - Audit                       | 1     |
| Internal Auditor          | S_ALR_87101124 - Audit                       | 1     |
| SAP Support               | S_ALR_87101124 - Audit                       | 1     |
| External Auditor          | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| Finance Reporting Officer | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| Financial Reporting Manag | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| Financial Reporting Offic | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| Financial Reporting Senio | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| Internal Auditor          | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| SAP Support               | S_ALR_87101125 - Audit Interactive<br>List   | 1     |
| External Auditor          | S_ALR_87101126 - FI Incoming Invoice<br>List | 1     |
| Finance Reporting Officer | S_ALR_87101126 - FI Incoming Invoice<br>List | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87101126 - FI Incoming Invoice<br>List            | 1     |
| Financial Reporting Offic | S_ALR_87101126 - FI Incoming Invoice<br>List            | 1     |
| Financial Reporting Senio | S_ALR_87101126 - FI Incoming Invoice<br>List            | 1     |
| Internal Auditor          | S_ALR_87101126 - FI Incoming Invoice<br>List            | 1     |
| SAP Support               | S_ALR_87101126 - FI Incoming Invoice<br>List            | 1     |
| External Auditor          | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| Finance Reporting Officer | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| Financial Reporting Manag | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| Financial Reporting Offic | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| Financial Reporting Senio | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| Internal Auditor          | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| SAP Support               | S_ALR_87101127 - Invoice Nos<br>Assigned Multiple Times | 1     |
| External Auditor          | S_ALR_87101128 - Audit                                  | 1     |
| Finance Reporting Officer | S_ALR_87101128 - Audit                                  | 1     |
| Financial Reporting Manag | S_ALR_87101128 - Audit                                  | 1     |
| Financial Reporting Offic | S_ALR_87101128 - Audit                                  | 1     |
| Financial Reporting Senio | S_ALR_87101128 - Audit                                  | 1     |
| Internal Auditor          | S_ALR_87101128 - Audit                                  | 1     |
| SAP Support               | S_ALR_87101128 - Audit                                  | 1     |
| External Auditor          | S_ALR_87101129 - Audit                                  | 1     |
| Finance Reporting Officer | S_ALR_87101129 - Audit                                  | 1     |
| Financial Reporting Manag | S_ALR_87101129 - Audit                                  | 1     |
| Financial Reporting Offic | S_ALR_87101129 - Audit                                  | 1     |
| Financial Reporting Senio | S_ALR_87101129 - Audit                                  | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87101129 - Audit                       | 1     |
| SAP Support               | S_ALR_87101129 - Audit                       | 1     |
| External Auditor          | S_ALR_87101130 - Audit File Storage          | 1     |
| Finance Reporting Officer | S_ALR_87101130 - Audit File Storage          | 1     |
| Financial Reporting Manag | S_ALR_87101130 - Audit File Storage          | 1     |
| Financial Reporting Offic | S_ALR_87101130 - Audit File Storage          | 1     |
| Financial Reporting Senio | S_ALR_87101130 - Audit File Storage          | 1     |
| Internal Auditor          | S_ALR_87101130 - Audit File Storage          | 1     |
| SAP Support               | S_ALR_87101130 - Audit File Storage          | 1     |
| External Auditor          | S_ALR_87101131 - Audit Private Folder        | 1     |
| Finance Reporting Officer | S_ALR_87101131 - Audit Private Folder        | 1     |
| Financial Reporting Manag | S_ALR_87101131 - Audit Private Folder        | 1     |
| Financial Reporting Offic | S_ALR_87101131 - Audit Private Folder        | 1     |
| Financial Reporting Senio | S_ALR_87101131 - Audit Private Folder        | 1     |
| Internal Auditor          | S_ALR_87101131 - Audit Private Folder        | 1     |
| SAP Support               | S_ALR_87101131 - Audit Private Folder        | 1     |
| External Auditor          | S_ALR_87101132 - Export from KDF             | 1     |
| Finance Reporting Officer | S_ALR_87101132 - Export from KDF             | 1     |
| Financial Reporting Manag | S_ALR_87101132 - Export from KDF             | 1     |
| Financial Reporting Offic | S_ALR_87101132 - Export from KDF             | 1     |
| Financial Reporting Senio | S_ALR_87101132 - Export from KDF             | 1     |
| Internal Auditor          | S_ALR_87101132 - Export from KDF             | 1     |
| SAP Support               | S_ALR_87101132 - Export from KDF             | 1     |
| External Auditor          | S_ALR_87101137 - Local Currency,<br>Domestic | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_ALR_87101137 - Local Currency,<br>Domestic    | 1     |
| Financial Reporting Manag | S_ALR_87101137 - Local Currency,<br>Domestic    | 1     |
| Financial Reporting Offic | S_ALR_87101137 - Local Currency,<br>Domestic    | 1     |
| Financial Reporting Senio | S_ALR_87101137 - Local Currency,<br>Domestic    | 1     |
| Internal Auditor          | S_ALR_87101137 - Local Currency,<br>Domestic    | 1     |
| SAP Support               | S_ALR_87101137 - Local Currency,<br>Domestic    | 1     |
| External Auditor          | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| Finance Reporting Officer | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| Financial Reporting Manag | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| Financial Reporting Offic | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| Financial Reporting Senio | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| Internal Auditor          | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| SAP Support               | S_ALR_87101138 - Foreign Account<br>Balances    | 1     |
| External Auditor          | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| Finance Reporting Officer | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| Financial Reporting Manag | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| Financial Reporting Offic | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| Financial Reporting Senio | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| Internal Auditor          | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| SAP Support               | S_ALR_87101139 - Affiliated<br>Companies        | 1     |
| External Auditor          | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |
| Finance Reporting Officer | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |
| Financial Reporting Manag | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |
| Financial Reporting Offic | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |
| Internal Auditor          | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |
| SAP Support               | S_ALR_87101140 - Domestic One-<br>Time Accounts | 1     |
| External Auditor          | S_ALR_87101141 - Foreign One-Time<br>Accounts   | 1     |
| Finance Reporting Officer | S_ALR_87101141 - Foreign One-Time Accounts      | 1     |
| Financial Reporting Manag | S_ALR_87101141 - Foreign One-Time Accounts      | 1     |
| Financial Reporting Offic | S_ALR_87101141 - Foreign One-Time Accounts      | 1     |
| Financial Reporting Senio | S_ALR_87101141 - Foreign One-Time<br>Accounts   | 1     |
| Internal Auditor          | S_ALR_87101141 - Foreign One-Time<br>Accounts   | 1     |
| SAP Support               | S_ALR_87101141 - Foreign One-Time<br>Accounts   | 1     |
| External Auditor          | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| Finance Reporting Officer | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| Financial Reporting Manag | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| Financial Reporting Offic | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| Financial Reporting Senio | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| Internal Auditor          | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| SAP Support               | S_ALR_87101142 - Balances > n,<br>Domestic      | 1     |
| External Auditor          | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |
| Finance Reporting Officer | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |
| Financial Reporting Manag | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |
| Financial Reporting Offic | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |
| Financial Reporting Senio | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |
| Internal Auditor          | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |
| SAP Support               | S_ALR_87101143 - Balances > n,<br>Foreign       | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| External Auditor          | S_ALR_87101144 - Domestic Sales                 | 1     |
| Finance Reporting Officer | S_ALR_87101144 - Domestic Sales                 | 1     |
| Financial Reporting Manag | S_ALR_87101144 - Domestic Sales                 | 1     |
| Financial Reporting Offic | S_ALR_87101144 - Domestic Sales                 | 1     |
| Financial Reporting Senio | S_ALR_87101144 - Domestic Sales                 | 1     |
| Internal Auditor          | S_ALR_87101144 - Domestic Sales                 | 1     |
| SAP Support               | S_ALR_87101144 - Domestic Sales                 | 1     |
| External Auditor          | S_ALR_87101145 - Foreign Sales                  | 1     |
| Finance Reporting Officer | S_ALR_87101145 - Foreign Sales                  | 1     |
| Financial Reporting Manag | S_ALR_87101145 - Foreign Sales                  | 1     |
| Financial Reporting Offic | S_ALR_87101145 - Foreign Sales                  | 1     |
| Financial Reporting Senio | S_ALR_87101145 - Foreign Sales                  | 1     |
| Internal Auditor          | S_ALR_87101145 - Foreign Sales                  | 1     |
| SAP Support               | S_ALR_87101145 - Foreign Sales                  | 1     |
| External Auditor          | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| Finance Reporting Officer | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| Financial Reporting Manag | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| Financial Reporting Offic | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| Financial Reporting Senio | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| Internal Auditor          | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| SAP Support               | S_ALR_87101146 - Sales to Affiliated Companies  | 1     |
| External Auditor          | S_ALR_87101147 - Customers with Credit Balances | 1     |
| Finance Reporting Officer | S_ALR_87101147 - Customers with Credit Balances | 1     |
| Financial Reporting Manag | S_ALR_87101147 - Customers with Credit Balances | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_ALR_87101147 - Customers with Credit Balances        | 1     |
| Financial Reporting Senio | S_ALR_87101147 - Customers with<br>Credit Balances     | 1     |
| Internal Auditor          | S_ALR_87101147 - Customers with<br>Credit Balances     | 1     |
| SAP Support               | S_ALR_87101147 - Customers with<br>Credit Balances     | 1     |
| External Auditor          | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| Finance Reporting Officer | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| Financial Reporting Manag | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| Financial Reporting Offic | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| Financial Reporting Senio | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| Internal Auditor          | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| SAP Support               | S_ALR_87101148 - Cust.with Credit<br>Bal. Down Payment | 1     |
| External Auditor          | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| Finance Reporting Officer | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| Financial Reporting Manag | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| Financial Reporting Offic | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| Financial Reporting Senio | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| Internal Auditor          | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| SAP Support               | S_ALR_87101149 - Credit Customers<br>Down Payments     | 1     |
| External Auditor          | S_ALR_87101150 - Security Deposit                      | 1     |
| Finance Reporting Officer | S_ALR_87101150 - Security Deposit                      | 1     |
| Financial Reporting Manag | S_ALR_87101150 - Security Deposit                      | 1     |
| Financial Reporting Offic | S_ALR_87101150 - Security Deposit                      | 1     |
| Financial Reporting Senio | S_ALR_87101150 - Security Deposit                      | 1     |
| Internal Auditor          | S_ALR_87101150 - Security Deposit                      | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| SAP Support               | S_ALR_87101150 - Security Deposit | 1     |
| External Auditor          | S_ALR_87101151 - Security Deposit | 1     |
| Finance Reporting Officer | S_ALR_87101151 - Security Deposit | 1     |
| Financial Reporting Manag | S_ALR_87101151 - Security Deposit | 1     |
| Financial Reporting Offic | S_ALR_87101151 - Security Deposit | 1     |
| Financial Reporting Senio | S_ALR_87101151 - Security Deposit | 1     |
| Internal Auditor          | S_ALR_87101151 - Security Deposit | 1     |
| SAP Support               | S_ALR_87101151 - Security Deposit | 1     |
| External Auditor          | S_ALR_87101152 - Domestic         | 1     |
| Finance Reporting Officer | S_ALR_87101152 - Domestic         | 1     |
| Financial Reporting Manag | S_ALR_87101152 - Domestic         | 1     |
| Financial Reporting Offic | S_ALR_87101152 - Domestic         | 1     |
| Financial Reporting Senio | S_ALR_87101152 - Domestic         | 1     |
| Internal Auditor          | S_ALR_87101152 - Domestic         | 1     |
| SAP Support               | S_ALR_87101152 - Domestic         | 1     |
| External Auditor          | S_ALR_87101153 - International    | 1     |
| Finance Reporting Officer | S_ALR_87101153 - International    | 1     |
| Financial Reporting Manag | S_ALR_87101153 - International    | 1     |
| Financial Reporting Offic | S_ALR_87101153 - International    | 1     |
| Financial Reporting Senio | S_ALR_87101153 - International    | 1     |
| Internal Auditor          | S_ALR_87101153 - International    | 1     |
| SAP Support               | S_ALR_87101153 - International    | 1     |
| External Auditor          | S_ALR_87101154 - Domestic         | 1     |
| Finance Reporting Officer | S_ALR_87101154 - Domestic         | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | S_ALR_87101154 - Domestic                     | 1     |
| Financial Reporting Offic | S_ALR_87101154 - Domestic                     | 1     |
| Financial Reporting Senio | S_ALR_87101154 - Domestic                     | 1     |
| Internal Auditor          | S_ALR_87101154 - Domestic                     | 1     |
| SAP Support               | S_ALR_87101154 - Domestic                     | 1     |
| External Auditor          | S_ALR_87101155 - International                | 1     |
| Finance Reporting Officer | S_ALR_87101155 - International                | 1     |
| Financial Reporting Manag | S_ALR_87101155 - International                | 1     |
| Financial Reporting Offic | S_ALR_87101155 - International                | 1     |
| Financial Reporting Senio | S_ALR_87101155 - International                | 1     |
| Internal Auditor          | S_ALR_87101155 - International                | 1     |
| SAP Support               | S_ALR_87101155 - International                | 1     |
| External Auditor          | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| Finance Reporting Officer | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| Financial Reporting Manag | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| Financial Reporting Offic | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| Financial Reporting Senio | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| Internal Auditor          | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| SAP Support               | S_ALR_87101156 - Bills of Exchange<br>Payable | 1     |
| External Auditor          | S_ALR_87101157 - Bills of Exchange Payable    | 1     |
| Finance Reporting Officer | S_ALR_87101157 - Bills of Exchange Payable    | 1     |
| Financial Reporting Manag | S_ALR_87101157 - Bills of Exchange Payable    | 1     |
| Financial Reporting Offic | S_ALR_87101157 - Bills of Exchange<br>Payable | 1     |
| Financial Reporting Senio | S_ALR_87101157 - Bills of Exchange Payable    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87101157 - Bills of Exchange<br>Payable      | 1     |
| SAP Support               | S_ALR_87101157 - Bills of Exchange<br>Payable      | 1     |
| External Auditor          | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| Finance Reporting Officer | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| Financial Reporting Manag | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| Financial Reporting Offic | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| Financial Reporting Senio | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| Internal Auditor          | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| SAP Support               | S_ALR_87101158 - Bills of Exchange<br>Payable      | 1     |
| External Auditor          | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| Finance Reporting Officer | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| Financial Reporting Manag | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| Financial Reporting Offic | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| Financial Reporting Senio | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| Internal Auditor          | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| SAP Support               | S_ALR_87101159 - Bills of Exchange<br>Payable      | 1     |
| External Auditor          | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| Finance Reporting Officer | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| Financial Reporting Manag | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| Financial Reporting Offic | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| Financial Reporting Senio | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| Internal Auditor          | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| SAP Support               | S_ALR_87101160 - Bill of Exchange<br>Own Liability | 1     |
| External Auditor          | S_ALR_87101161 - Guarantees Given                  | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_ALR_87101161 - Guarantees Given                        | 1     |
| Financial Reporting Manag | S_ALR_87101161 - Guarantees Given                        | 1     |
| Financial Reporting Offic | S_ALR_87101161 - Guarantees Given                        | 1     |
| Financial Reporting Senio | S_ALR_87101161 - Guarantees Given                        | 1     |
| Internal Auditor          | S_ALR_87101161 - Guarantees Given                        | 1     |
| SAP Support               | S_ALR_87101161 - Guarantees Given                        | 1     |
| External Auditor          | S_ALR_87101162 - Guarantees Given                        | 1     |
| Finance Reporting Officer | S_ALR_87101162 - Guarantees Given                        | 1     |
| Financial Reporting Manag | S_ALR_87101162 - Guarantees Given                        | 1     |
| Financial Reporting Offic | S_ALR_87101162 - Guarantees Given                        | 1     |
| Financial Reporting Senio | S_ALR_87101162 - Guarantees Given                        | 1     |
| Internal Auditor          | S_ALR_87101162 - Guarantees Given                        | 1     |
| SAP Support               | S_ALR_87101162 - Guarantees Given                        | 1     |
| External Auditor          | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| Finance Reporting Officer | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| Financial Reporting Manag | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| Financial Reporting Offic | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| Financial Reporting Senio | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| Internal Auditor          | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| SAP Support               | S_ALR_87101163 - Cut-off AR List<br>Debitor              | 1     |
| External Auditor          | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Finance Reporting Officer | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Financial Reporting Manag | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Financial Reporting Offic | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Internal Auditor          | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| SAP Support               | S_ALR_87101164 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| External Auditor          | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Finance Reporting Officer | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Financial Reporting Manag | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Financial Reporting Offic | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Financial Reporting Senio | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| Internal Auditor          | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| SAP Support               | S_ALR_87101165 - Cut-off Incomng<br>Invoice List Vendors | 1     |
| External Auditor          | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| Finance Reporting Officer | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| Financial Reporting Manag | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| Financial Reporting Offic | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| Financial Reporting Senio | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| Internal Auditor          | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| SAP Support               | S_ALR_87101166 - Cut-off AR List<br>Debitor              | 1     |
| External Auditor          | S_ALR_87101168 - Totals and<br>Balances                  | 1     |
| Finance Reporting Officer | S_ALR_87101168 - Totals and<br>Balances                  | 1     |
| Financial Reporting Manag | S_ALR_87101168 - Totals and<br>Balances                  | 1     |
| Financial Reporting Offic | S_ALR_87101168 - Totals and<br>Balances                  | 1     |
| Financial Reporting Senio | S_ALR_87101168 - Totals and<br>Balances                  | 1     |
| Internal Auditor          | S_ALR_87101168 - Totals and<br>Balances                  | 1     |
| SAP Support               | S_ALR_87101168 - Totals and<br>Balances                  | 1     |

| HR Position               | Code Matrix            | Count |
|---------------------------|------------------------|-------|
| External Auditor          | S_ALR_87101169 - Audit | 1     |
| Finance Reporting Officer | S_ALR_87101169 - Audit | 1     |
| Financial Reporting Manag | S_ALR_87101169 - Audit | 1     |
| Financial Reporting Offic | S_ALR_87101169 - Audit | 1     |
| Financial Reporting Senio | S_ALR_87101169 - Audit | 1     |
| Internal Auditor          | S_ALR_87101169 - Audit | 1     |
| SAP Support               | S_ALR_87101169 - Audit | 1     |
| External Auditor          | S_ALR_87101170 - Audit | 1     |
| Finance Reporting Officer | S_ALR_87101170 - Audit | 1     |
| Financial Reporting Manag | S_ALR_87101170 - Audit | 1     |
| Financial Reporting Offic | S_ALR_87101170 - Audit | 1     |
| Financial Reporting Senio | S_ALR_87101170 - Audit | 1     |
| Internal Auditor          | S_ALR_87101170 - Audit | 1     |
| SAP Support               | S_ALR_87101170 - Audit | 1     |
| External Auditor          | S_ALR_87101171 - Audit | 1     |
| Finance Reporting Officer | S_ALR_87101171 - Audit | 1     |
| Financial Reporting Manag | S_ALR_87101171 - Audit | 1     |
| Financial Reporting Offic | S_ALR_87101171 - Audit | 1     |
| Financial Reporting Senio | S_ALR_87101171 - Audit | 1     |
| Internal Auditor          | S_ALR_87101171 - Audit | 1     |
| SAP Support               | S_ALR_87101171 - Audit | 1     |
| External Auditor          | S_ALR_87101172 - Audit | 1     |
| Finance Reporting Officer | S_ALR_87101172 - Audit | 1     |
| Financial Reporting Manag | S_ALR_87101172 - Audit | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_ALR_87101172 - Audit                      | 1     |
| Financial Reporting Senio | S_ALR_87101172 - Audit                      | 1     |
| Internal Auditor          | S_ALR_87101172 - Audit                      | 1     |
| SAP Support               | S_ALR_87101172 - Audit                      | 1     |
| External Auditor          | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| Finance Reporting Officer | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| Financial Reporting Manag | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| Financial Reporting Offic | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| Financial Reporting Senio | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| Internal Auditor          | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| SAP Support               | S_ALR_87101173 - Depreciation<br>Simulation | 1     |
| External Auditor          | S_ALR_87101174 - Audit                      | 1     |
| Finance Reporting Officer | S_ALR_87101174 - Audit                      | 1     |
| Financial Reporting Manag | S_ALR_87101174 - Audit                      | 1     |
| Financial Reporting Offic | S_ALR_87101174 - Audit                      | 1     |
| Financial Reporting Senio | S_ALR_87101174 - Audit                      | 1     |
| Internal Auditor          | S_ALR_87101174 - Audit                      | 1     |
| SAP Support               | S_ALR_87101174 - Audit                      | 1     |
| External Auditor          | S_ALR_87101175 - Audit                      | 1     |
| Finance Reporting Officer | S_ALR_87101175 - Audit                      | 1     |
| Financial Reporting Manag | S_ALR_87101175 - Audit                      | 1     |
| Financial Reporting Offic | S_ALR_87101175 - Audit                      | 1     |
| Financial Reporting Senio | S_ALR_87101175 - Audit                      | 1     |
| Internal Auditor          | S_ALR_87101175 - Audit                      | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| SAP Support               | S_ALR_87101175 - Audit        | 1     |
| External Auditor          | S_ALR_87101176 - Audit        | 1     |
| Finance Reporting Officer | S_ALR_87101176 - Audit        | 1     |
| Financial Reporting Manag | S_ALR_87101176 - Audit        | 1     |
| Financial Reporting Offic | S_ALR_87101176 - Audit        | 1     |
| Financial Reporting Senio | S_ALR_87101176 - Audit        | 1     |
| Internal Auditor          | S_ALR_87101176 - Audit        | 1     |
| SAP Support               | S_ALR_87101176 - Audit        | 1     |
| External Auditor          | S_ALR_87101177 - Audit        | 1     |
| Finance Reporting Officer | S_ALR_87101177 - Audit        | 1     |
| Financial Reporting Manag | S_ALR_87101177 - Audit        | 1     |
| Financial Reporting Offic | S_ALR_87101177 - Audit        | 1     |
| Financial Reporting Senio | S_ALR_87101177 - Audit        | 1     |
| Internal Auditor          | S_ALR_87101177 - Audit        | 1     |
| SAP Support               | S_ALR_87101177 - Audit        | 1     |
| External Auditor          | S_ALR_87101178 - Depreciation | 1     |
| Finance Reporting Officer | S_ALR_87101178 - Depreciation | 1     |
| Financial Reporting Manag | S_ALR_87101178 - Depreciation | 1     |
| Financial Reporting Offic | S_ALR_87101178 - Depreciation | 1     |
| Financial Reporting Senio | S_ALR_87101178 - Depreciation | 1     |
| Internal Auditor          | S_ALR_87101178 - Depreciation | 1     |
| SAP Support               | S_ALR_87101178 - Depreciation | 1     |
| External Auditor          | S_ALR_87101179 - Depreciation | 1     |
| Finance Reporting Officer | S_ALR_87101179 - Depreciation | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Manag | S_ALR_87101179 - Depreciation       | 1     |
| Financial Reporting Offic | S_ALR_87101179 - Depreciation       | 1     |
| Financial Reporting Senio | S_ALR_87101179 - Depreciation       | 1     |
| Internal Auditor          | S_ALR_87101179 - Depreciation       | 1     |
| SAP Support               | S_ALR_87101179 - Depreciation       | 1     |
| External Auditor          | S_ALR_87101180 - Audit              | 1     |
| Finance Reporting Officer | S_ALR_87101180 - Audit              | 1     |
| Financial Reporting Manag | S_ALR_87101180 - Audit              | 1     |
| Financial Reporting Offic | S_ALR_87101180 - Audit              | 1     |
| Financial Reporting Senio | S_ALR_87101180 - Audit              | 1     |
| Internal Auditor          | S_ALR_87101180 - Audit              | 1     |
| SAP Support               | S_ALR_87101180 - Audit              | 1     |
| External Auditor          | S_ALR_87101181 - Investment Support | 1     |
| Finance Reporting Officer | S_ALR_87101181 - Investment Support | 1     |
| Financial Reporting Manag | S_ALR_87101181 - Investment Support | 1     |
| Financial Reporting Offic | S_ALR_87101181 - Investment Support | 1     |
| Financial Reporting Senio | S_ALR_87101181 - Investment Support | 1     |
| Internal Auditor          | S_ALR_87101181 - Investment Support | 1     |
| SAP Support               | S_ALR_87101181 - Investment Support | 1     |
| External Auditor          | S_ALR_87101182 - Insurance List     | 1     |
| Finance Reporting Officer | S_ALR_87101182 - Insurance List     | 1     |
| Financial Reporting Manag | S_ALR_87101182 - Insurance List     | 1     |
| Financial Reporting Offic | S_ALR_87101182 - Insurance List     | 1     |
| Financial Reporting Senio | S_ALR_87101182 - Insurance List     | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_ALR_87101182 - Insurance List                    | 1     |
| SAP Support               | S_ALR_87101182 - Insurance List                    | 1     |
| External Auditor          | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| Finance Reporting Officer | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| Financial Reporting Manag | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| Financial Reporting Offic | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| Financial Reporting Senio | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| Internal Auditor          | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| SAP Support               | S_ALR_87101183 - Other Capitlzd In-<br>House Prod. | 1     |
| External Auditor          | S_ALR_87101184 - Audit                             | 1     |
| Finance Reporting Officer | S_ALR_87101184 - Audit                             | 1     |
| Financial Reporting Manag | S_ALR_87101184 - Audit                             | 1     |
| Financial Reporting Offic | S_ALR_87101184 - Audit                             | 1     |
| Financial Reporting Senio | S_ALR_87101184 - Audit                             | 1     |
| Internal Auditor          | S_ALR_87101184 - Audit                             | 1     |
| SAP Support               | S_ALR_87101184 - Audit                             | 1     |
| External Auditor          | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| Finance Reporting Officer | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| Financial Reporting Manag | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| Financial Reporting Offic | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| Financial Reporting Senio | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| Internal Auditor          | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| SAP Support               | S_ALR_87101185 - Audit Asset<br>Balances           | 1     |
| External Auditor          | S_ALR_87101186 - Audit Current Book<br>Value       | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_ALR_87101186 - Audit Current Book<br>Value          | 1     |
| Financial Reporting Manag | S_ALR_87101186 - Audit Current Book<br>Value          | 1     |
| Financial Reporting Offic | S_ALR_87101186 - Audit Current Book<br>Value          | 1     |
| Financial Reporting Senio | S_ALR_87101186 - Audit Current Book<br>Value          | 1     |
| Internal Auditor          | S_ALR_87101186 - Audit Current Book<br>Value          | 1     |
| SAP Support               | S_ALR_87101186 - Audit Current Book<br>Value          | 1     |
| External Auditor          | S_ALR_87101187 - Audit                                | 1     |
| Finance Reporting Officer | S_ALR_87101187 - Audit                                | 1     |
| Financial Reporting Manag | S_ALR_87101187 - Audit                                | 1     |
| Financial Reporting Offic | S_ALR_87101187 - Audit                                | 1     |
| Financial Reporting Senio | S_ALR_87101187 - Audit                                | 1     |
| Internal Auditor          | S_ALR_87101187 - Audit                                | 1     |
| SAP Support               | S_ALR_87101187 - Audit                                | 1     |
| External Auditor          | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| Finance Reporting Officer | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| Financial Reporting Manag | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| Financial Reporting Offic | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| Financial Reporting Senio | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| Internal Auditor          | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| SAP Support               | S_ALR_87101188 - Asset Acquisitions in Foreign Currcy | 1     |
| External Auditor          | S_ALR_87101189 - Audit                                | 1     |
| Finance Reporting Officer | S_ALR_87101189 - Audit                                | 1     |
| Financial Reporting Manag | S_ALR_87101189 - Audit                                | 1     |
| Financial Reporting Offic | S_ALR_87101189 - Audit                                | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_ALR_87101189 - Audit                       | 1     |
| Internal Auditor          | S_ALR_87101189 - Audit                       | 1     |
| SAP Support               | S_ALR_87101189 - Audit                       | 1     |
| External Auditor          | S_ALR_87101190 - Audit                       | 1     |
| Finance Reporting Officer | S_ALR_87101190 - Audit                       | 1     |
| Financial Reporting Manag | S_ALR_87101190 - Audit                       | 1     |
| Financial Reporting Offic | S_ALR_87101190 - Audit                       | 1     |
| Financial Reporting Senio | S_ALR_87101190 - Audit                       | 1     |
| Internal Auditor          | S_ALR_87101190 - Audit                       | 1     |
| SAP Support               | S_ALR_87101190 - Audit                       | 1     |
| External Auditor          | S_ALR_87101191 - Audit                       | 1     |
| Finance Reporting Officer | S_ALR_87101191 - Audit                       | 1     |
| Financial Reporting Manag | S_ALR_87101191 - Audit                       | 1     |
| Financial Reporting Offic | S_ALR_87101191 - Audit                       | 1     |
| Financial Reporting Senio | S_ALR_87101191 - Audit                       | 1     |
| Internal Auditor          | S_ALR_87101191 - Audit                       | 1     |
| SAP Support               | S_ALR_87101191 - Audit                       | 1     |
| External Auditor          | S_ALR_87101238 - Display Change<br>Documents | 1     |
| Finance Reporting Officer | S_ALR_87101238 - Display Change<br>Documents | 1     |
| Financial Reporting Manag | S_ALR_87101238 - Display Change<br>Documents | 1     |
| Financial Reporting Offic | S_ALR_87101238 - Display Change<br>Documents | 1     |
| Financial Reporting Senio | S_ALR_87101238 - Display Change<br>Documents | 1     |
| Internal Auditor          | S_ALR_87101238 - Display Change<br>Documents | 1     |
| SAP Support               | S_ALR_87101238 - Display Change<br>Documents | 1     |

| HR Position                    | Code Matrix   | Count |
|--------------------------------|---|-------|
| External Auditor               | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| Finance Reporting Officer      | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| Financial Reporting Manag      | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| Financial Reporting Offic      | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| Financial Reporting Senio      | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| Internal Auditor               | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| SAP Support                    | S_ALR_87101319 - Balance Sheet<br>Values by Account   | 1     |
| Accounting Officer             | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Bank & Trade Finance Mana      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Bank Rels. Officer & Cash      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Cash Management Administration | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Cash Management Officer        | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Finance & Adm General Man      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Finance Admin                  | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Financial & Accounting Su      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Financial Control Departm      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Trade Finance Admin.           | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Trade Finance Officer          | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Treasury & Bangking Manag      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Treasury Administration        | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Treasury General Manager       | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Treasury Settlement Offic      | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| Treasury Superintendent        | S_BCE_68000174 - IMG activity:<br>SIMG_CFMENUORFBOB08 | 1     |
| External Auditor               | S_BCE_68001393 - Users by address data                | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_BCE_68001393 - Users by address data               | 1     |
| Financial Reporting Manag | S_BCE_68001393 - Users by address data               | 1     |
| Financial Reporting Offic | S_BCE_68001393 - Users by address data               | 1     |
| Financial Reporting Senio | S_BCE_68001393 - Users by address data               | 1     |
| Internal Auditor          | S_BCE_68001393 - Users by address data               | 1     |
| SAP Support               | S_BCE_68001393 - Users by address data               | 1     |
| External Auditor          | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001394 - Users According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001395 - Users According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001396 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001396 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001396 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001396 - Users According to Complex Criteria | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_BCE_68001396 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001396 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001396 - Users According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001397 - Users According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001398 - Users According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001399 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001399 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001399 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001399 - Users According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001399 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001399 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001399 - Users According to Complex Criteria | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| External Auditor          | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001400 - Users According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| Finance Reporting Officer | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| Financial Reporting Manag | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| Financial Reporting Offic | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| Financial Reporting Senio | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| Internal Auditor          | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| SAP Support               | S_BCE_68001402 - With Unsuccessful Logons            | 1     |
| External Auditor          | S_BCE_68001404 - Profiles by Contained Profiles      | 1     |
| Finance Reporting Officer | S_BCE_68001404 - Profiles by Contained Profiles      | 1     |
| Financial Reporting Manag | S_BCE_68001404 - Profiles by Contained Profiles      | 1     |
| Financial Reporting Offic | S_BCE_68001404 - Profiles by Contained Profiles      | 1     |
| Financial Reporting Senio | S_BCE_68001404 - Profiles by Contained Profiles      | 1     |
| Internal Auditor          | S_BCE_68001404 - Profiles by Contained Profiles      | 1     |
| SAP Support               | S_BCE_68001404 - Profiles by<br>Contained Profiles   | 1     |
| External Auditor          | S_BCE_68001405 - Profiles by<br>Authorization Name   | 1     |
| Finance Reporting Officer | S_BCE_68001405 - Profiles by<br>Authorization Name   | 1     |
| Financial Reporting Manag | S_BCE_68001405 - Profiles by<br>Authorization Name   | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_BCE_68001405 - Profiles by<br>Authorization Name | 1     |
| Financial Reporting Senio | S_BCE_68001405 - Profiles by<br>Authorization Name | 1     |
| Internal Auditor          | S_BCE_68001405 - Profiles by<br>Authorization Name | 1     |
| SAP Support               | S_BCE_68001405 - Profiles by<br>Authorization Name | 1     |
| External Auditor          | S_BCE_68001406 - Profiles by Values                | 1     |
| Finance Reporting Officer | S_BCE_68001406 - Profiles by Values                | 1     |
| Financial Reporting Manag | S_BCE_68001406 - Profiles by Values                | 1     |
| Financial Reporting Offic | S_BCE_68001406 - Profiles by Values                | 1     |
| Financial Reporting Senio | S_BCE_68001406 - Profiles by Values                | 1     |
| Internal Auditor          | S_BCE_68001406 - Profiles by Values                | 1     |
| SAP Support               | S_BCE_68001406 - Profiles by Values                | 1     |
| External Auditor          | S_BCE_68001407 - Profiles by Changes               | 1     |
| Finance Reporting Officer | S_BCE_68001407 - Profiles by<br>Changes            | 1     |
| Financial Reporting Manag | S_BCE_68001407 - Profiles by<br>Changes            | 1     |
| Financial Reporting Offic | S_BCE_68001407 - Profiles by<br>Changes            | 1     |
| Financial Reporting Senio | S_BCE_68001407 - Profiles by<br>Changes            | 1     |
| Internal Auditor          | S_BCE_68001407 - Profiles by<br>Changes            | 1     |
| SAP Support               | S_BCE_68001407 - Profiles by<br>Changes            | 1     |
| External Auditor          | S_BCE_68001408 - Profiles by Roles                 | 1     |
| Finance Reporting Officer | S_BCE_68001408 - Profiles by Roles                 | 1     |
| Financial Reporting Manag | S_BCE_68001408 - Profiles by Roles                 | 1     |
| Financial Reporting Offic | S_BCE_68001408 - Profiles by Roles                 | 1     |
| Financial Reporting Senio | S_BCE_68001408 - Profiles by Roles                 | 1     |
| Internal Auditor          | S_BCE_68001408 - Profiles by Roles                 | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| SAP Support               | S_BCE_68001408 - Profiles by Roles                     | 1     |
| External Auditor          | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| Finance Reporting Officer | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| Financial Reporting Manag | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| Financial Reporting Offic | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| Financial Reporting Senio | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| Internal Auditor          | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| SAP Support               | S_BCE_68001409 - Profiles According to Complex Crit.   | 1     |
| External Auditor          | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| Finance Reporting Officer | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Manag | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Offic | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Senio | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| Internal Auditor          | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| SAP Support               | S_BCE_68001410 - Auth. Objects<br>According to Complex | 1     |
| External Auditor          | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| Finance Reporting Officer | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Manag | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Offic | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Senio | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| Internal Auditor          | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| SAP Support               | S_BCE_68001411 - Auth. Objects<br>According to Complex | 1     |
| External Auditor          | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |
| Finance Reporting Officer | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Offic | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Senio | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |
| Internal Auditor          | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |
| SAP Support               | S_BCE_68001412 - Auth. Objects<br>According to Complex | 1     |
| External Auditor          | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| Finance Reporting Officer | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Manag | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Offic | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| Financial Reporting Senio | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| Internal Auditor          | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| SAP Support               | S_BCE_68001413 - Auth. Objects<br>According to Complex | 1     |
| External Auditor          | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| Finance Reporting Officer | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| Financial Reporting Manag | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| Financial Reporting Offic | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| Financial Reporting Senio | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| Internal Auditor          | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| SAP Support               | S_BCE_68001414 - Auth. According to Complex Criteria   | 1     |
| External Auditor          | S_BCE_68001415 - Authorizations by Values              | 1     |
| Finance Reporting Officer | S_BCE_68001415 - Authorizations by Values              | 1     |
| Financial Reporting Manag | S_BCE_68001415 - Authorizations by Values              | 1     |
| Financial Reporting Offic | S_BCE_68001415 - Authorizations by Values              | 1     |
| Financial Reporting Senio | S_BCE_68001415 - Authorizations by Values              | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_BCE_68001415 - Authorizations by Values            | 1     |
| SAP Support               | S_BCE_68001415 - Authorizations by Values            | 1     |
| External Auditor          | S_BCE_68001416 - Authorizations by Changes           | 1     |
| Finance Reporting Officer | S_BCE_68001416 - Authorizations by Changes           | 1     |
| Financial Reporting Manag | S_BCE_68001416 - Authorizations by Changes           | 1     |
| Financial Reporting Offic | S_BCE_68001416 - Authorizations by Changes           | 1     |
| Financial Reporting Senio | S_BCE_68001416 - Authorizations by Changes           | 1     |
| Internal Auditor          | S_BCE_68001416 - Authorizations by Changes           | 1     |
| SAP Support               | S_BCE_68001416 - Authorizations by Changes           | 1     |
| External Auditor          | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| Finance Reporting Officer | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| Financial Reporting Manag | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| Financial Reporting Offic | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| Financial Reporting Senio | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| Internal Auditor          | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| SAP Support               | S_BCE_68001417 - Auth. According to Complex Criteria | 1     |
| External Auditor          | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| Finance Reporting Officer | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| Financial Reporting Manag | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| Financial Reporting Offic | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| Financial Reporting Senio | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| Internal Auditor          | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| SAP Support               | S_BCE_68001418 - Roles by Role<br>Name               | 1     |
| External Auditor          | S_BCE_68001419 - Roles by User<br>Assignment         | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | S_BCE_68001419 - Roles by User<br>Assignment        | 1     |
| Financial Reporting Manag | S_BCE_68001419 - Roles by User<br>Assignment        | 1     |
| Financial Reporting Offic | S_BCE_68001419 - Roles by User<br>Assignment        | 1     |
| Financial Reporting Senio | S_BCE_68001419 - Roles by User<br>Assignment        | 1     |
| Internal Auditor          | S_BCE_68001419 - Roles by User<br>Assignment        | 1     |
| SAP Support               | S_BCE_68001419 - Roles by User<br>Assignment        | 1     |
| External Auditor          | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| Finance Reporting Officer | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| Financial Reporting Manag | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| Financial Reporting Offic | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| Financial Reporting Senio | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| Internal Auditor          | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| SAP Support               | S_BCE_68001420 - Roles by<br>Transaction Assignment | 1     |
| External Auditor          | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| Finance Reporting Officer | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| Financial Reporting Manag | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| Financial Reporting Offic | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| Financial Reporting Senio | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| Internal Auditor          | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| SAP Support               | S_BCE_68001421 - Roles by Profile<br>Assignment     | 1     |
| External Auditor          | S_BCE_68001422 - Roles by<br>Authorization Object   | 1     |
| Finance Reporting Officer | S_BCE_68001422 - Roles by<br>Authorization Object   | 1     |
| Financial Reporting Manag | S_BCE_68001422 - Roles by<br>Authorization Object   | 1     |
| Financial Reporting Offic | S_BCE_68001422 - Roles by<br>Authorization Object   | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_BCE_68001422 - Roles by<br>Authorization Object | 1     |
| Internal Auditor          | S_BCE_68001422 - Roles by<br>Authorization Object | 1     |
| SAP Support               | S_BCE_68001422 - Roles by<br>Authorization Object | 1     |
| External Auditor          | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| Finance Reporting Officer | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| Financial Reporting Manag | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| Financial Reporting Offic | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| Financial Reporting Senio | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| Internal Auditor          | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| SAP Support               | S_BCE_68001423 - Roles by<br>Authorization Values | 1     |
| External Auditor          | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| Finance Reporting Officer | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| Financial Reporting Manag | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| Financial Reporting Offic | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| Financial Reporting Senio | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| Internal Auditor          | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| SAP Support               | S_BCE_68001424 - Roles by Change<br>Data          | 1     |
| External Auditor          | S_BCE_68001425 - Roles by Complex Criteria        | 1     |
| Finance Reporting Officer | S_BCE_68001425 - Roles by Complex Criteria        | 1     |
| Financial Reporting Manag | S_BCE_68001425 - Roles by Complex Criteria        | 1     |
| Financial Reporting Offic | S_BCE_68001425 - Roles by Complex<br>Criteria     | 1     |
| Financial Reporting Senio | S_BCE_68001425 - Roles by Complex<br>Criteria     | 1     |
| Internal Auditor          | S_BCE_68001425 - Roles by Complex<br>Criteria     | 1     |
| SAP Support               | S_BCE_68001425 - Roles by Complex Criteria        | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| External Auditor          | S_BCE_68001426 - Transactions for User | 1     |
| Finance Reporting Officer | S_BCE_68001426 - Transactions for User | 1     |
| Financial Reporting Manag | S_BCE_68001426 - Transactions for User | 1     |
| Financial Reporting Offic | S_BCE_68001426 - Transactions for User | 1     |
| Financial Reporting Senio | S_BCE_68001426 - Transactions for User | 1     |
| Internal Auditor          | S_BCE_68001426 - Transactions for User | 1     |
| SAP Support               | S_BCE_68001426 - Transactions for User | 1     |
| External Auditor          | S_BCE_68001427 - Transactions for User | 1     |
| Finance Reporting Officer | S_BCE_68001427 - Transactions for User | 1     |
| Financial Reporting Manag | S_BCE_68001427 - Transactions for User | 1     |
| Financial Reporting Offic | S_BCE_68001427 - Transactions for User | 1     |
| Financial Reporting Senio | S_BCE_68001427 - Transactions for User | 1     |
| Internal Auditor          | S_BCE_68001427 - Transactions for User | 1     |
| SAP Support               | S_BCE_68001427 - Transactions for User | 1     |
| External Auditor          | S_BCE_68001428 - Transactions for User | 1     |
| Finance Reporting Officer | S_BCE_68001428 - Transactions for User | 1     |
| Financial Reporting Manag | S_BCE_68001428 - Transactions for User | 1     |
| Financial Reporting Offic | S_BCE_68001428 - Transactions for User | 1     |
| Financial Reporting Senio | S_BCE_68001428 - Transactions for User | 1     |
| Internal Auditor          | S_BCE_68001428 - Transactions for User | 1     |
| SAP Support               | S_BCE_68001428 - Transactions for User | 1     |
| External Auditor          | S_BCE_68001429 - Transactions for User | 1     |
| Finance Reporting Officer | S_BCE_68001429 - Transactions for User | 1     |
| Financial Reporting Manag | S_BCE_68001429 - Transactions for User | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_BCE_68001429 - Transactions for User     | 1     |
| Financial Reporting Senio | S_BCE_68001429 - Transactions for User     | 1     |
| Internal Auditor          | S_BCE_68001429 - Transactions for User     | 1     |
| SAP Support               | S_BCE_68001429 - Transactions for User     | 1     |
| External Auditor          | S_BCE_68001430 - Compare Users             | 1     |
| Finance Reporting Officer | S_BCE_68001430 - Compare Users             | 1     |
| Financial Reporting Manag | S_BCE_68001430 - Compare Users             | 1     |
| Financial Reporting Offic | S_BCE_68001430 - Compare Users             | 1     |
| Financial Reporting Senio | S_BCE_68001430 - Compare Users             | 1     |
| Internal Auditor          | S_BCE_68001430 - Compare Users             | 1     |
| SAP Support               | S_BCE_68001430 - Compare Users             | 1     |
| External Auditor          | S_BCE_68001431 - Compare Profiles          | 1     |
| Finance Reporting Officer | S_BCE_68001431 - Compare Profiles          | 1     |
| Financial Reporting Manag | S_BCE_68001431 - Compare Profiles          | 1     |
| Financial Reporting Offic | S_BCE_68001431 - Compare Profiles          | 1     |
| Financial Reporting Senio | S_BCE_68001431 - Compare Profiles          | 1     |
| Internal Auditor          | S_BCE_68001431 - Compare Profiles          | 1     |
| SAP Support               | S_BCE_68001431 - Compare Profiles          | 1     |
| External Auditor          | S_BCE_68001432 - Compare<br>Authorizations | 1     |
| Finance Reporting Officer | S_BCE_68001432 - Compare<br>Authorizations | 1     |
| Financial Reporting Manag | S_BCE_68001432 - Compare<br>Authorizations | 1     |
| Financial Reporting Offic | S_BCE_68001432 - Compare<br>Authorizations | 1     |
| Financial Reporting Senio | S_BCE_68001432 - Compare<br>Authorizations | 1     |
| Internal Auditor          | S_BCE_68001432 - Compare<br>Authorizations | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| SAP Support               | S_BCE_68001432 - Compare<br>Authorizations | 1     |
| External Auditor          | S_BCE_68001439 - For user                  | 1     |
| Finance Reporting Officer | S_BCE_68001439 - For user                  | 1     |
| Financial Reporting Manag | S_BCE_68001439 - For user                  | 1     |
| Financial Reporting Offic | S_BCE_68001439 - For user                  | 1     |
| Financial Reporting Senio | S_BCE_68001439 - For user                  | 1     |
| Internal Auditor          | S_BCE_68001439 - For user                  | 1     |
| SAP Support               | S_BCE_68001439 - For user                  | 1     |
| External Auditor          | S_BCE_68001440 - For profiles              | 1     |
| Finance Reporting Officer | S_BCE_68001440 - For profiles              | 1     |
| Financial Reporting Manag | S_BCE_68001440 - For profiles              | 1     |
| Financial Reporting Offic | S_BCE_68001440 - For profiles              | 1     |
| Financial Reporting Senio | S_BCE_68001440 - For profiles              | 1     |
| Internal Auditor          | S_BCE_68001440 - For profiles              | 1     |
| SAP Support               | S_BCE_68001440 - For profiles              | 1     |
| External Auditor          | S_BCE_68001441 - For authorizations        | 1     |
| Finance Reporting Officer | S_BCE_68001441 - For authorizations        | 1     |
| Financial Reporting Manag | S_BCE_68001441 - For authorizations        | 1     |
| Financial Reporting Offic | S_BCE_68001441 - For authorizations        | 1     |
| Financial Reporting Senio | S_BCE_68001441 - For authorizations        | 1     |
| Internal Auditor          | S_BCE_68001441 - For authorizations        | 1     |
| SAP Support               | S_BCE_68001441 - For authorizations        | 1     |
| External Auditor          | S_BCE_68001767 - By Profile Name or Text   | 1     |
| Finance Reporting Officer | S_BCE_68001767 - By Profile Name or Text   | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_BCE_68001767 - By Profile Name or Text           | 1     |
| Financial Reporting Offic | S_BCE_68001767 - By Profile Name or Text           | 1     |
| Financial Reporting Senio | S_BCE_68001767 - By Profile Name or Text           | 1     |
| Internal Auditor          | S_BCE_68001767 - By Profile Name or Text           | 1     |
| SAP Support               | S_BCE_68001767 - By Profile Name or Text           | 1     |
| External Auditor          | S_BCE_68001777 - Compare Roles                     | 1     |
| Finance Reporting Officer | S_BCE_68001777 - Compare Roles                     | 1     |
| Financial Reporting Manag | S_BCE_68001777 - Compare Roles                     | 1     |
| Financial Reporting Offic | S_BCE_68001777 - Compare Roles                     | 1     |
| Financial Reporting Senio | S_BCE_68001777 - Compare Roles                     | 1     |
| Internal Auditor          | S_BCE_68001777 - Compare Roles                     | 1     |
| SAP Support               | S_BCE_68001777 - Compare Roles                     | 1     |
| External Auditor          | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| Finance Reporting Officer | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| Financial Reporting Manag | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| Financial Reporting Offic | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| Financial Reporting Senio | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| Internal Auditor          | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| SAP Support               | S_BCE_68002030 - Where-Used List for Authorization | 1     |
| External Auditor          | S_BCE_68002041 - Executable for Role               | 1     |
| Finance Reporting Officer | S_BCE_68002041 - Executable for Role               | 1     |
| Financial Reporting Manag | S_BCE_68002041 - Executable for Role               | 1     |
| Financial Reporting Offic | S_BCE_68002041 - Executable for Role               | 1     |
| Financial Reporting Senio | S_BCE_68002041 - Executable for Role               | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_BCE_68002041 - Executable for Role             | 1     |
| SAP Support               | S_BCE_68002041 - Executable for Role             | 1     |
| External Auditor          | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| Finance Reporting Officer | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| Financial Reporting Manag | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| Financial Reporting Offic | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| Financial Reporting Senio | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| Internal Auditor          | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| SAP Support               | S_BCE_68002111 -<br>RSUSR008_009_NEW             | 1     |
| External Auditor          | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| Finance Reporting Officer | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| Financial Reporting Manag | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| Financial Reporting Offic | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| Financial Reporting Senio | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| Internal Auditor          | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| SAP Support               | S_BCE_68002311 - Change<br>Documents for Users   | 1     |
| External Auditor          | S_BIE_59000197 - Report cross-system information | 1     |
| Finance Reporting Officer | S_BIE_59000197 - Report cross-system information | 1     |
| Financial Reporting Manag | S_BIE_59000197 - Report cross-system information | 1     |
| Financial Reporting Offic | S_BIE_59000197 - Report cross-system information | 1     |
| Financial Reporting Senio | S_BIE_59000197 - Report cross-system information | 1     |
| Internal Auditor          | S_BIE_59000197 - Report cross-system information | 1     |
| SAP Support               | S_BIE_59000197 - Report cross-system information | 1     |
| External Auditor          | S_BIE_59000198 - Report cross-system information | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_BIE_59000198 - Report cross-system information | 1     |
| Financial Reporting Manag | S_BIE_59000198 - Report cross-system information | 1     |
| Financial Reporting Offic | S_BIE_59000198 - Report cross-system information | 1     |
| Financial Reporting Senio | S_BIE_59000198 - Report cross-system information | 1     |
| Internal Auditor          | S_BIE_59000198 - Report cross-system information | 1     |
| SAP Support               | S_BIE_59000198 - Report cross-system information | 1     |
| External Auditor          | S_BIE_59000199 - Report cross-system information | 1     |
| Finance Reporting Officer | S_BIE_59000199 - Report cross-system information | 1     |
| Financial Reporting Manag | S_BIE_59000199 - Report cross-system information | 1     |
| Financial Reporting Offic | S_BIE_59000199 - Report cross-system information | 1     |
| Financial Reporting Senio | S_BIE_59000199 - Report cross-system information | 1     |
| Internal Auditor          | S_BIE_59000199 - Report cross-system information | 1     |
| SAP Support               | S_BIE_59000199 - Report cross-system information | 1     |
| External Auditor          | S_BIE_59000249 - Roles By MiniApp                | 1     |
| Finance Reporting Officer | S_BIE_59000249 - Roles By MiniApp                | 1     |
| Financial Reporting Manag | S_BIE_59000249 - Roles By MiniApp                | 1     |
| Financial Reporting Offic | S_BIE_59000249 - Roles By MiniApp                | 1     |
| Financial Reporting Senio | S_BIE_59000249 - Roles By MiniApp                | 1     |
| Internal Auditor          | S_BIE_59000249 - Roles By MiniApp                | 1     |
| SAP Support               | S_BIE_59000249 - Roles By MiniApp                | 1     |
| External Auditor          | S_EB5_05000041 - Audit Private Folder            | 1     |
| Finance Reporting Officer | S_EB5_05000041 - Audit Private Folder            | 1     |
| Financial Reporting Manag | S_EB5_05000041 - Audit Private Folder            | 1     |
| Financial Reporting Offic | S_EB5_05000041 - Audit Private Folder            | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_EB5_05000041 - Audit Private Folder            | 1     |
| Internal Auditor          | S_EB5_05000041 - Audit Private Folder            | 1     |
| SAP Support               | S_EB5_05000041 - Audit Private Folder            | 1     |
| External Auditor          | S_EB5_05000042 - Audit Private Folder            | 1     |
| Finance Reporting Officer | S_EB5_05000042 - Audit Private Folder            | 1     |
| Financial Reporting Manag | S_EB5_05000042 - Audit Private Folder            | 1     |
| Financial Reporting Offic | S_EB5_05000042 - Audit Private Folder            | 1     |
| Financial Reporting Senio | S_EB5_05000042 - Audit Private Folder            | 1     |
| Internal Auditor          | S_EB5_05000042 - Audit Private Folder            | 1     |
| SAP Support               | S_EB5_05000042 - Audit Private Folder            | 1     |
| External Auditor          | S_EB5_05000043 - Audit Private Folder            | 1     |
| Finance Reporting Officer | S_EB5_05000043 - Audit Private Folder            | 1     |
| Financial Reporting Manag | S_EB5_05000043 - Audit Private Folder            | 1     |
| Financial Reporting Offic | S_EB5_05000043 - Audit Private Folder            | 1     |
| Financial Reporting Senio | S_EB5_05000043 - Audit Private Folder            | 1     |
| Internal Auditor          | S_EB5_05000043 - Audit Private Folder            | 1     |
| SAP Support               | S_EB5_05000043 - Audit Private Folder            | 1     |
| External Auditor          | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |
| Finance Reporting Officer | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |
| Financial Reporting Manag | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |
| Financial Reporting Offic | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |
| Financial Reporting Senio | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |
| Internal Auditor          | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |
| SAP Support               | S_EB5_05000044 - SAP Tax Audit<br>Private Folder | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| External Auditor          | S_EB5_05000045 - Audit Private Folder | 1     |
| Finance Reporting Officer | S_EB5_05000045 - Audit Private Folder | 1     |
| Financial Reporting Manag | S_EB5_05000045 - Audit Private Folder | 1     |
| Financial Reporting Offic | S_EB5_05000045 - Audit Private Folder | 1     |
| Financial Reporting Senio | S_EB5_05000045 - Audit Private Folder | 1     |
| Internal Auditor          | S_EB5_05000045 - Audit Private Folder | 1     |
| SAP Support               | S_EB5_05000045 - Audit Private Folder | 1     |
| External Auditor          | S_EB5_05000046 - Audit Private Folder | 1     |
| Finance Reporting Officer | S_EB5_05000046 - Audit Private Folder | 1     |
| Financial Reporting Manag | S_EB5_05000046 - Audit Private Folder | 1     |
| Financial Reporting Offic | S_EB5_05000046 - Audit Private Folder | 1     |
| Financial Reporting Senio | S_EB5_05000046 - Audit Private Folder | 1     |
| Internal Auditor          | S_EB5_05000046 - Audit Private Folder | 1     |
| SAP Support               | S_EB5_05000046 - Audit Private Folder | 1     |
| External Auditor          | S_EB5_05000047 - Audit List Viewer    | 1     |
| Finance Reporting Officer | S_EB5_05000047 - Audit List Viewer    | 1     |
| Financial Reporting Manag | S_EB5_05000047 - Audit List Viewer    | 1     |
| Financial Reporting Offic | S_EB5_05000047 - Audit List Viewer    | 1     |
| Financial Reporting Senio | S_EB5_05000047 - Audit List Viewer    | 1     |
| Internal Auditor          | S_EB5_05000047 - Audit List Viewer    | 1     |
| SAP Support               | S_EB5_05000047 - Audit List Viewer    | 1     |
| External Auditor          | S_EB5_05000048 - Audit List Viewer    | 1     |
| Finance Reporting Officer | S_EB5_05000048 - Audit List Viewer    | 1     |
| Financial Reporting Manag | S_EB5_05000048 - Audit List Viewer    | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_EB5_05000048 - Audit List Viewer                       | 1     |
| Financial Reporting Senio | S_EB5_05000048 - Audit List Viewer                       | 1     |
| Internal Auditor          | S_EB5_05000048 - Audit List Viewer                       | 1     |
| SAP Support               | S_EB5_05000048 - Audit List Viewer                       | 1     |
| External Auditor          | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| Finance Reporting Officer | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| Financial Reporting Manag | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| Financial Reporting Offic | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| Financial Reporting Senio | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| Internal Auditor          | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| SAP Support               | S_EB5_05000049 - Reconciliation<br>Analysis FI-AA(Batch) | 1     |
| External Auditor          | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| Finance Reporting Officer | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| Financial Reporting Manag | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| Financial Reporting Offic | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| Financial Reporting Senio | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| Internal Auditor          | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| SAP Support               | S_EB5_05000050 - Reconciliatn<br>Analysis FI-AA per Acct | 1     |
| External Auditor          | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |
| Finance Reporting Officer | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |
| Financial Reporting Manag | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |
| Financial Reporting Offic | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |
| Financial Reporting Senio | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |
| Internal Auditor          | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| SAP Support               | S_EB5_05000051 - Recon. Analysis:<br>Asset History Sheet | 1     |
| External Auditor          | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| Finance Reporting Officer | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| Financial Reporting Manag | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| Financial Reporting Offic | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| Financial Reporting Senio | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| Internal Auditor          | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| SAP Support               | S_EB5_05000052 - Directory of Incomplete Assets          | 1     |
| External Auditor          | S_EB5_05000053 - Directory of<br>Unposted Assets         | 1     |
| Finance Reporting Officer | S_EB5_05000053 - Directory of<br>Unposted Assets         | 1     |
| Financial Reporting Manag | S_EB5_05000053 - Directory of Unposted Assets            | 1     |
| Financial Reporting Offic | S_EB5_05000053 - Directory of<br>Unposted Assets         | 1     |
| Financial Reporting Senio | S_EB5_05000053 - Directory of<br>Unposted Assets         | 1     |
| Internal Auditor          | S_EB5_05000053 - Directory of<br>Unposted Assets         | 1     |
| SAP Support               | S_EB5_05000053 - Directory of<br>Unposted Assets         | 1     |
| External Auditor          | S_EB5_05000054 - Asset Summary                           | 1     |
| Finance Reporting Officer | S_EB5_05000054 - Asset Summary                           | 1     |
| Financial Reporting Manag | S_EB5_05000054 - Asset Summary                           | 1     |
| Financial Reporting Offic | S_EB5_05000054 - Asset Summary                           | 1     |
| Financial Reporting Senio | S_EB5_05000054 - Asset Summary                           | 1     |
| Internal Auditor          | S_EB5_05000054 - Asset Summary                           | 1     |
| SAP Support               | S_EB5_05000054 - Asset Summary                           | 1     |
| External Auditor          | S_EB5_05000055 - Fixed Assets- Plan<br>Values            | 1     |
| Finance Reporting Officer | S_EB5_05000055 - Fixed Assets- Plan<br>Values            | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_EB5_05000055 - Fixed Assets- Plan<br>Values        | 1     |
| Financial Reporting Offic | S_EB5_05000055 - Fixed Assets- Plan<br>Values        | 1     |
| Financial Reporting Senio | S_EB5_05000055 - Fixed Assets- Plan<br>Values        | 1     |
| Internal Auditor          | S_EB5_05000055 - Fixed Assets- Plan<br>Values        | 1     |
| SAP Support               | S_EB5_05000055 - Fixed Assets- Plan<br>Values        | 1     |
| External Auditor          | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| Finance Reporting Officer | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| Financial Reporting Manag | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| Financial Reporting Offic | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| Financial Reporting Senio | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| Internal Auditor          | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| SAP Support               | S_EB5_05000056 - Current Book<br>Values Fixed Assets | 1     |
| External Auditor          | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| Finance Reporting Officer | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| Financial Reporting Manag | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| Financial Reporting Offic | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| Financial Reporting Senio | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| Internal Auditor          | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| SAP Support               | S_EB5_05000057 - General Asset<br>Transactions       | 1     |
| External Auditor          | S_EB5_05000058 - Asset Acquisitions                  | 1     |
| Finance Reporting Officer | S_EB5_05000058 - Asset Acquisitions                  | 1     |
| Financial Reporting Manag | S_EB5_05000058 - Asset Acquisitions                  | 1     |
| Financial Reporting Offic | S_EB5_05000058 - Asset Acquisitions                  | 1     |
| Financial Reporting Senio | S_EB5_05000058 - Asset Acquisitions                  | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Internal Auditor          | S_EB5_05000058 - Asset Acquisitions           | 1     |
| SAP Support               | S_EB5_05000058 - Asset Acquisitions           | 1     |
| External Auditor          | S_EB5_05000059 - Asset Retirements            | 1     |
| Finance Reporting Officer | S_EB5_05000059 - Asset Retirements            | 1     |
| Financial Reporting Manag | S_EB5_05000059 - Asset Retirements            | 1     |
| Financial Reporting Offic | S_EB5_05000059 - Asset Retirements            | 1     |
| Financial Reporting Senio | S_EB5_05000059 - Asset Retirements            | 1     |
| Internal Auditor          | S_EB5_05000059 - Asset Retirements            | 1     |
| SAP Support               | S_EB5_05000059 - Asset Retirements            | 1     |
| External Auditor          | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| Finance Reporting Officer | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| Financial Reporting Manag | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| Financial Reporting Offic | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| Financial Reporting Senio | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| Internal Auditor          | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| SAP Support               | S_EB5_05000060 - Intracompany Asset Transfers | 1     |
| External Auditor          | S_EB5_05000061 - Depreciation Log             | 1     |
| Finance Reporting Officer | S_EB5_05000061 - Depreciation Log             | 1     |
| Financial Reporting Manag | S_EB5_05000061 - Depreciation Log             | 1     |
| Financial Reporting Offic | S_EB5_05000061 - Depreciation Log             | 1     |
| Financial Reporting Senio | S_EB5_05000061 - Depreciation Log             | 1     |
| Internal Auditor          | S_EB5_05000061 - Depreciation Log             | 1     |
| SAP Support               | S_EB5_05000061 - Depreciation Log             | 1     |
| External Auditor          | S_EB5_05000062 - Planned<br>Depreciation      | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_EB5_05000062 - Planned<br>Depreciation   | 1     |
| Financial Reporting Manag | S_EB5_05000062 - Planned<br>Depreciation   | 1     |
| Financial Reporting Offic | S_EB5_05000062 - Planned<br>Depreciation   | 1     |
| Financial Reporting Senio | S_EB5_05000062 - Planned Depreciation      | 1     |
| Internal Auditor          | S_EB5_05000062 - Planned<br>Depreciation   | 1     |
| SAP Support               | S_EB5_05000062 - Planned<br>Depreciation   | 1     |
| External Auditor          | S_EB5_05000063 - Depreciation Posted       | 1     |
| Finance Reporting Officer | S_EB5_05000063 - Depreciation Posted       | 1     |
| Financial Reporting Manag | S_EB5_05000063 - Depreciation Posted       | 1     |
| Financial Reporting Offic | S_EB5_05000063 - Depreciation Posted       | 1     |
| Financial Reporting Senio | S_EB5_05000063 - Depreciation Posted       | 1     |
| Internal Auditor          | S_EB5_05000063 - Depreciation Posted       | 1     |
| SAP Support               | S_EB5_05000063 - Depreciation Posted       | 1     |
| External Auditor          | S_EB5_05000064 - Depreciation Comparison   | 1     |
| Finance Reporting Officer | S_EB5_05000064 - Depreciation Comparison   | 1     |
| Financial Reporting Manag | S_EB5_05000064 - Depreciation Comparison   | 1     |
| Financial Reporting Offic | S_EB5_05000064 - Depreciation Comparison   | 1     |
| Financial Reporting Senio | S_EB5_05000064 - Depreciation Comparison   | 1     |
| Internal Auditor          | S_EB5_05000064 - Depreciation Comparison   | 1     |
| SAP Support               | S_EB5_05000064 - Depreciation Comparison   | 1     |
| External Auditor          | S_EB5_05000065 - Depreciation and Interest | 1     |
| Finance Reporting Officer | S_EB5_05000065 - Depreciation and Interest | 1     |
| Financial Reporting Manag | S_EB5_05000065 - Depreciation and Interest | 1     |
| Financial Reporting Offic | S_EB5_05000065 - Depreciation and Interest | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_EB5_05000065 - Depreciation and Interest        | 1     |
| Internal Auditor          | S_EB5_05000065 - Depreciation and Interest        | 1     |
| SAP Support               | S_EB5_05000065 - Depreciation and Interest        | 1     |
| External Auditor          | S_EB5_05000067 - Audit Information<br>System      | 1     |
| Finance Reporting Officer | S_EB5_05000067 - Audit Information<br>System      | 1     |
| Financial Reporting Manag | S_EB5_05000067 - Audit Information<br>System      | 1     |
| Financial Reporting Offic | S_EB5_05000067 - Audit Information<br>System      | 1     |
| Financial Reporting Senio | S_EB5_05000067 - Audit Information<br>System      | 1     |
| Internal Auditor          | S_EB5_05000067 - Audit Information<br>System      | 1     |
| SAP Support               | S_EB5_05000067 - Audit Information<br>System      | 1     |
| External Auditor          | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| Finance Reporting Officer | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| Financial Reporting Manag | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| Financial Reporting Offic | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| Financial Reporting Senio | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| Internal Auditor          | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| SAP Support               | S_EB5_05000068 - Manual<br>Depreciation           | 1     |
| External Auditor          | S_EB5_05000069 - Special Reserves:<br>Development | 1     |
| Finance Reporting Officer | S_EB5_05000069 - Special Reserves:<br>Development | 1     |
| Financial Reporting Manag | S_EB5_05000069 - Special Reserves:<br>Development | 1     |
| Financial Reporting Offic | S_EB5_05000069 - Special Reserves:<br>Development | 1     |
| Financial Reporting Senio | S_EB5_05000069 - Special Reserves:<br>Development | 1     |
| Internal Auditor          | S_EB5_05000069 - Special Reserves:<br>Development | 1     |
| SAP Support               | S_EB5_05000069 - Special Reserves:<br>Development | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| External Auditor          | S_EB5_05000070 - Depreciation<br>Simulation          | 1     |
| Finance Reporting Officer | S_EB5_05000070 - Depreciation<br>Simulation          | 1     |
| Financial Reporting Manag | S_EB5_05000070 - Depreciation<br>Simulation          | 1     |
| Financial Reporting Offic | S_EB5_05000070 - Depreciation<br>Simulation          | 1     |
| Financial Reporting Senio | S_EB5_05000070 - Depreciation Simulation             | 1     |
| Internal Auditor          | S_EB5_05000070 - Depreciation<br>Simulation          | 1     |
| SAP Support               | S_EB5_05000070 - Depreciation Simulation             | 1     |
| External Auditor          | S_EB5_05000071 - Investment Support                  | 1     |
| Finance Reporting Officer | S_EB5_05000071 - Investment Support                  | 1     |
| Financial Reporting Manag | S_EB5_05000071 - Investment Support                  | 1     |
| Financial Reporting Offic | S_EB5_05000071 - Investment Support                  | 1     |
| Financial Reporting Senio | S_EB5_05000071 - Investment Support                  | 1     |
| Internal Auditor          | S_EB5_05000071 - Investment Support                  | 1     |
| SAP Support               | S_EB5_05000071 - Investment Support                  | 1     |
| External Auditor          | S_EB5_05000072 - Insurance List                      | 1     |
| Finance Reporting Officer | S_EB5_05000072 - Insurance List                      | 1     |
| Financial Reporting Manag | S_EB5_05000072 - Insurance List                      | 1     |
| Financial Reporting Offic | S_EB5_05000072 - Insurance List                      | 1     |
| Financial Reporting Senio | S_EB5_05000072 - Insurance List                      | 1     |
| Internal Auditor          | S_EB5_05000072 - Insurance List                      | 1     |
| SAP Support               | S_EB5_05000072 - Insurance List                      | 1     |
| External Auditor          | S_EB5_05000073 - Other Capitalized Internal Services | 1     |
| Finance Reporting Officer | S_EB5_05000073 - Other Capitalized Internal Services | 1     |
| Financial Reporting Manag | S_EB5_05000073 - Other Capitalized Internal Services | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_EB5_05000073 - Other Capitalized Internal Services    | 1     |
| Financial Reporting Senio | S_EB5_05000073 - Other Capitalized<br>Internal Services | 1     |
| Internal Auditor          | S_EB5_05000073 - Other Capitalized<br>Internal Services | 1     |
| SAP Support               | S_EB5_05000073 - Other Capitalized<br>Internal Services | 1     |
| External Auditor          | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| Finance Reporting Officer | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| Financial Reporting Manag | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| Financial Reporting Offic | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| Financial Reporting Senio | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| Internal Auditor          | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| SAP Support               | S_EB5_05000086 - Audit Interactive<br>List              | 1     |
| External Auditor          | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| Finance Reporting Officer | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| Financial Reporting Manag | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| Financial Reporting Offic | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| Financial Reporting Senio | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| Internal Auditor          | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| SAP Support               | S_EB5_05000087 - Audit Interactive<br>List              | 1     |
| External Auditor          | S_EB5_05000088 - Audit Interactive<br>List              | 1     |
| Finance Reporting Officer | S_EB5_05000088 - Audit Interactive<br>List              | 1     |
| Financial Reporting Manag | S_EB5_05000088 - Audit Interactive<br>List              | 1     |
| Financial Reporting Offic | S_EB5_05000088 - Audit Interactive<br>List              | 1     |
| Financial Reporting Senio | S_EB5_05000088 - Audit Interactive<br>List              | 1     |
| Internal Auditor          | S_EB5_05000088 - Audit Interactive<br>List              | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| SAP Support               | S_EB5_05000088 - Audit Interactive<br>List  | 1     |
| Accounting & Tax Officer  | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Accounting Administrator  | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Accounting Manager        | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Accounting Officer        | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Administration Staff      | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AP & AR Control Superviso | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AP Control Manager        | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AP Controller             | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AR Control Superintendent | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AR NON Trade Control Serv | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AR Officer                | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| AR Trade Control Service  | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Budget & Control Supervis | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Budget Officer            | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Default position          | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Finance & Adm General Man | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Finance Admin             | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Finance Rep. & Analyst Ma | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Finance Reporting Officer | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Financial & Accounting Su | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Financial Control Departm | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Financial Reporting Manag | S_P00_07000008 - Display of Bank<br>Changes | 1     |
| Financial Reporting Offic | S_P00_07000008 - Display of Bank<br>Changes | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Senio | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| Financial Reporting Super | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| Gen. Accounting Superviso | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| Managerial Reporting Supe | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| MGM_REP                   | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| Mgt Reporting & Budget Se | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| President Director        | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| Tax Manager               | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| Tax Officer               | S_P00_07000008 - Display of Bank<br>Changes        | 1     |
| External Auditor          | S_P00_07000077 - TH01                              | 1     |
| Finance Reporting Officer | S_P00_07000077 - TH01                              | 1     |
| Financial Reporting Manag | S_P00_07000077 - TH01                              | 1     |
| Financial Reporting Offic | S_P00_07000077 - TH01                              | 1     |
| Financial Reporting Senio | S_P00_07000077 - TH01                              | 1     |
| Internal Auditor          | S_P00_07000077 - TH01                              | 1     |
| SAP Support               | S_P00_07000077 - TH01                              | 1     |
| External Auditor          | S_P00_07000078 - TH02                              | 1     |
| Finance Reporting Officer | S_P00_07000078 - TH02                              | 1     |
| Financial Reporting Manag | S_P00_07000078 - TH02                              | 1     |
| Financial Reporting Offic | S_P00_07000078 - TH02                              | 1     |
| Financial Reporting Senio | S_P00_07000078 - TH02                              | 1     |
| Internal Auditor          | S_P00_07000078 - TH02                              | 1     |
| SAP Support               | S_P00_07000078 - TH02                              | 1     |
| Accounting & Tax Officer  | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |

| HR Position                    | Code Matrix  | Count |
|--------------------------------|--|-------|
| Accounting Administrator       | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Accounting Manager             | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Accounting Officer             | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Administration Staff           | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AP & AR Control Superviso      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AP Control Manager             | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AP Controller                  | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AR Control Superintendent      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AR NON Trade Control Serv      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AR Officer                     | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| AR Trade Control Service       | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Bank & Trade Finance Mana      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Bank Rels. Officer & Cash      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Budget & Control Supervis      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Budget Officer                 | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Cash Management Administration | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Cash Management Officer        | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Default position               | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Finance & Adm General Man      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Finance Admin                  | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Finance Rep. & Analyst Ma      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Finance Reporting Officer      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Financial & Accounting Su      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Financial Control Departm      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Financial Reporting Offic | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Financial Reporting Senio | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Financial Reporting Super | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Gen. Accounting Superviso | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Managerial Reporting Supe | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| MGM_REP                   | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Mgt Reporting & Budget Se | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| President Director        | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Tax Manager               | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Tax Officer               | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Trade Finance Admin.      | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Trade Finance Officer     | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Treasury & Bangking Manag | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Treasury Administration   | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Treasury General Manager  | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Treasury Settlement Offic | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| Treasury Superintendent   | S_P00_07000134 - Generic Withholding Tax Reporting | 1     |
| SAP Support               | S_P00_07000139 - #N/A                              | 1     |
| External Auditor          | S_P6B_12000092 - Goodwill<br>Development           | 1     |
| Finance Reporting Officer | S_P6B_12000092 - Goodwill<br>Development           | 1     |
| Financial Reporting Manag | S_P6B_12000092 - Goodwill<br>Development           | 1     |
| Financial Reporting Offic | S_P6B_12000092 - Goodwill<br>Development           | 1     |
| Financial Reporting Senio | S_P6B_12000092 - Goodwill<br>Development           | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_P6B_12000092 - Goodwill<br>Development             | 1     |
| SAP Support               | S_P6B_12000092 - Goodwill<br>Development             | 1     |
| External Auditor          | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| Finance Reporting Officer | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| Financial Reporting Manag | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| Financial Reporting Offic | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| Financial Reporting Senio | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| Internal Auditor          | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| SAP Support               | S_P6B_12000103 - Stockholders'<br>Equity Development | 1     |
| External Auditor          | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| Finance Reporting Officer | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| Financial Reporting Manag | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| Financial Reporting Offic | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| Financial Reporting Senio | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| Internal Auditor          | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| SAP Support               | S_P6B_12000111 - Check Balance<br>Carryforward       | 1     |
| External Auditor          | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| Finance Reporting Officer | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| Financial Reporting Manag | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| Financial Reporting Offic | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| Financial Reporting Senio | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| Internal Auditor          | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| SAP Support               | S_P6B_12000112 - Database List of<br>Totals Records  | 1     |
| External Auditor          | S_P6B_12000113 - Database List of<br>Journal Entries | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_P6B_12000113 - Database List of Journal Entries    | 1     |
| Financial Reporting Manag | S_P6B_12000113 - Database List of<br>Journal Entries | 1     |
| Financial Reporting Offic | S_P6B_12000113 - Database List of<br>Journal Entries | 1     |
| Financial Reporting Senio | S_P6B_12000113 - Database List of Journal Entries    | 1     |
| Internal Auditor          | S_P6B_12000113 - Database List of Journal Entries    | 1     |
| SAP Support               | S_P6B_12000113 - Database List of Journal Entries    | 1     |
| External Auditor          | S_P6B_12000115 - RFCJ10                              | 1     |
| Finance Reporting Officer | S_P6B_12000115 - RFCJ10                              | 1     |
| Financial Reporting Manag | S_P6B_12000115 - RFCJ10                              | 1     |
| Financial Reporting Offic | S_P6B_12000115 - RFCJ10                              | 1     |
| Financial Reporting Senio | S_P6B_12000115 - RFCJ10                              | 1     |
| Internal Auditor          | S_P6B_12000115 - RFCJ10                              | 1     |
| SAP Support               | S_P6B_12000115 - RFCJ10                              | 1     |
| External Auditor          | S_P6B_12000118 - Cash Journal                        | 1     |
| Finance Reporting Officer | S_P6B_12000118 - Cash Journal                        | 1     |
| Financial Reporting Manag | S_P6B_12000118 - Cash Journal                        | 1     |
| Financial Reporting Offic | S_P6B_12000118 - Cash Journal                        | 1     |
| Financial Reporting Senio | S_P6B_12000118 - Cash Journal                        | 1     |
| Internal Auditor          | S_P6B_12000118 - Cash Journal                        | 1     |
| SAP Support               | S_P6B_12000118 - Cash Journal                        | 1     |
| External Auditor          | S_P6B_12000119 - Cash Journal:<br>Deleted Documents  | 1     |
| Finance Reporting Officer | S_P6B_12000119 - Cash Journal:<br>Deleted Documents  | 1     |
| Financial Reporting Manag | S_P6B_12000119 - Cash Journal:<br>Deleted Documents  | 1     |
| Financial Reporting Offic | S_P6B_12000119 - Cash Journal:<br>Deleted Documents  | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_P6B_12000119 - Cash Journal:<br>Deleted Documents   | 1     |
| Internal Auditor          | S_P6B_12000119 - Cash Journal:<br>Deleted Documents   | 1     |
| SAP Support               | S_P6B_12000119 - Cash Journal:<br>Deleted Documents   | 1     |
| External Auditor          | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| Finance Reporting Officer | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| Financial Reporting Manag | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| Financial Reporting Offic | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| Financial Reporting Senio | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| Internal Auditor          | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| SAP Support               | S_P6B_12000123 - F/S for Special<br>Purpose Ledger    | 1     |
| External Auditor          | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| Finance Reporting Officer | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Manag | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Offic | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| Financial Reporting Senio | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| Internal Auditor          | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| SAP Support               | S_P6B_12000124 - Actual/Actual<br>Comparison for Year | 1     |
| External Auditor          | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |
| Finance Reporting Officer | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |
| Financial Reporting Manag | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |
| Financial Reporting Offic | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |
| Financial Reporting Senio | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |
| Internal Auditor          | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |
| SAP Support               | S_P6B_12000127 - Changes in<br>Stockholders' Equity   | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| External Auditor          | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| Finance Reporting Officer | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| Financial Reporting Manag | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| Financial Reporting Offic | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| Financial Reporting Senio | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| Internal Auditor          | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| SAP Support               | S_P6B_12000128 - Development of<br>Goodwill      | 1     |
| External Auditor          | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| Finance Reporting Officer | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| Financial Reporting Manag | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| Financial Reporting Offic | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| Financial Reporting Senio | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| Internal Auditor          | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| SAP Support               | S_P6B_12000129 - Check Balance<br>Carryforward   | 1     |
| External Auditor          | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| Finance Reporting Officer | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| Financial Reporting Manag | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| Financial Reporting Offic | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| Financial Reporting Senio | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| Internal Auditor          | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| SAP Support               | S_P6B_12000131 - AIS Profit Center<br>Accounting | 1     |
| External Auditor          | S_P6B_12000133 - List of Vendors:<br>Purchasing  | 1     |
| Finance Reporting Officer | S_P6B_12000133 - List of Vendors:<br>Purchasing  | 1     |
| Financial Reporting Manag | S_P6B_12000133 - List of Vendors:<br>Purchasing  | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | S_P6B_12000133 - List of Vendors:<br>Purchasing | 1     |
| Financial Reporting Senio | S_P6B_12000133 - List of Vendors:<br>Purchasing | 1     |
| Internal Auditor          | S_P6B_12000133 - List of Vendors:<br>Purchasing | 1     |
| SAP Support               | S_P6B_12000133 - List of Vendors:<br>Purchasing | 1     |
| External Auditor          | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| Finance Reporting Officer | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| Financial Reporting Manag | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| Financial Reporting Offic | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| Financial Reporting Senio | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| Internal Auditor          | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| SAP Support               | S_P6B_12000135 - List of GR/IR<br>Balances      | 1     |
| External Auditor          | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| Finance Reporting Officer | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| Financial Reporting Manag | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| Financial Reporting Offic | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| Financial Reporting Senio | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| Internal Auditor          | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| SAP Support               | S_P6B_12000136 - MM/FI Balance<br>Comparison    | 1     |
| External Auditor          | S_P6B_12000137 - Display<br>Consignment Stocks  | 1     |
| Finance Reporting Officer | S_P6B_12000137 - Display<br>Consignment Stocks  | 1     |
| Financial Reporting Manag | S_P6B_12000137 - Display<br>Consignment Stocks  | 1     |
| Financial Reporting Offic | S_P6B_12000137 - Display<br>Consignment Stocks  | 1     |
| Financial Reporting Senio | S_P6B_12000137 - Display<br>Consignment Stocks  | 1     |
| Internal Auditor          | S_P6B_12000137 - Display<br>Consignment Stocks  | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| SAP Support               | S_P6B_12000137 - Display<br>Consignment Stocks | 1     |
| External Auditor          | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| Finance Reporting Officer | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| Financial Reporting Manag | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| Financial Reporting Offic | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| Financial Reporting Senio | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| Internal Auditor          | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| SAP Support               | S_P6B_12000138 - Display Change<br>Documents   | 1     |
| External Auditor          | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| Finance Reporting Officer | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| Financial Reporting Manag | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| Financial Reporting Offic | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| Financial Reporting Senio | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| Internal Auditor          | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| SAP Support               | S_P6B_12000139 - Display Change<br>Documents   | 1     |
| External Auditor          | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| Finance Reporting Officer | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| Financial Reporting Manag | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| Financial Reporting Offic | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| Financial Reporting Senio | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| Internal Auditor          | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| SAP Support               | S_P6B_12000143 - Display Change<br>Documents   | 1     |
| External Auditor          | S_P6B_12000144 - Display Change<br>Documents   | 1     |
| Finance Reporting Officer | S_P6B_12000144 - Display Change<br>Documents   | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | S_P6B_12000144 - Display Change<br>Documents       | 1     |
| Financial Reporting Offic | S_P6B_12000144 - Display Change<br>Documents       | 1     |
| Financial Reporting Senio | S_P6B_12000144 - Display Change<br>Documents       | 1     |
| Internal Auditor          | S_P6B_12000144 - Display Change<br>Documents       | 1     |
| SAP Support               | S_P6B_12000144 - Display Change<br>Documents       | 1     |
| External Auditor          | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| Finance Reporting Officer | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| Financial Reporting Manag | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| Financial Reporting Offic | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| Financial Reporting Senio | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| Internal Auditor          | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| SAP Support               | S_P6B_12000145 - Display Change<br>Documents       | 1     |
| External Auditor          | S_P6B_12000148 - Data Procurement                  | 1     |
| Finance Reporting Officer | S_P6B_12000148 - Data Procurement                  | 1     |
| Financial Reporting Manag | S_P6B_12000148 - Data Procurement                  | 1     |
| Financial Reporting Offic | S_P6B_12000148 - Data Procurement                  | 1     |
| Financial Reporting Senio | S_P6B_12000148 - Data Procurement                  | 1     |
| Internal Auditor          | S_P6B_12000148 - Data Procurement                  | 1     |
| SAP Support               | S_P6B_12000148 - Data Procurement                  | 1     |
| External Auditor          | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |
| Finance Reporting Officer | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |
| Financial Reporting Manag | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |
| Financial Reporting Offic | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |
| Financial Reporting Senio | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Internal Auditor          | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |
| SAP Support               | S_P6B_12000149 - AIS Private Folder<br>List of OIs | 1     |
| External Auditor          | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| Finance Reporting Officer | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| Financial Reporting Manag | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| Financial Reporting Offic | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| Financial Reporting Senio | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| Internal Auditor          | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| SAP Support               | S_P6B_12000150 - AIS Special<br>Purpose Ledger     | 1     |
| External Auditor          | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| Finance Reporting Officer | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| Financial Reporting Manag | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| Financial Reporting Offic | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| Financial Reporting Senio | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| Internal Auditor          | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| SAP Support               | S_P6B_12000151 - AIS, Private Folder (G/L)         | 1     |
| External Auditor          | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| Finance Reporting Officer | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| Financial Reporting Manag | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| Financial Reporting Offic | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| Financial Reporting Senio | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| Internal Auditor          | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| SAP Support               | S_P6B_12000152 - AIS, Private Folder (C)           | 1     |
| External Auditor          | S_P6B_12000153 - AIS, Private Folder (V)           | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | S_P6B_12000153 - AIS, Private Folder (V)     | 1     |
| Financial Reporting Manag | S_P6B_12000153 - AIS, Private Folder (V)     | 1     |
| Financial Reporting Offic | S_P6B_12000153 - AIS, Private Folder (V)     | 1     |
| Financial Reporting Senio | S_P6B_12000153 - AIS, Private Folder (V)     | 1     |
| Internal Auditor          | S_P6B_12000153 - AIS, Private Folder (V)     | 1     |
| SAP Support               | S_P6B_12000153 - AIS, Private Folder (V)     | 1     |
| External Auditor          | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| Finance Reporting Officer | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| Financial Reporting Manag | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| Financial Reporting Offic | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| Financial Reporting Senio | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| Internal Auditor          | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| SAP Support               | S_P6B_12000154 - AIS, Interactive List (G/L) | 1     |
| External Auditor          | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| Finance Reporting Officer | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| Financial Reporting Manag | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| Financial Reporting Offic | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| Financial Reporting Senio | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| Internal Auditor          | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| SAP Support               | S_P6B_12000155 - AIS, Interactive List (C)   | 1     |
| External Auditor          | S_P6B_12000156 - AIS, Interactive List (V)   | 1     |
| Finance Reporting Officer | S_P6B_12000156 - AIS, Interactive List (V)   | 1     |
| Financial Reporting Manag | S_P6B_12000156 - AIS, Interactive List (V)   | 1     |
| Financial Reporting Offic | S_P6B_12000156 - AIS, Interactive List (V)   | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | S_P6B_12000156 - AIS, Interactive List (V)              | 1     |
| Internal Auditor          | S_P6B_12000156 - AIS, Interactive List (V)              | 1     |
| SAP Support               | S_P6B_12000156 - AIS, Interactive List (V)              | 1     |
| External Auditor          | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| Finance Reporting Officer | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| Financial Reporting Manag | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| Financial Reporting Offic | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| Financial Reporting Senio | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| Internal Auditor          | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| SAP Support               | S_P6B_12000172 - Correction Report<br>MAP + Trsfr Price | 1     |
| External Auditor          | S_P6B_12000182 - Comparison                             | 1     |
| Finance Reporting Officer | S_P6B_12000182 - Comparison                             | 1     |
| Financial Reporting Manag | S_P6B_12000182 - Comparison                             | 1     |
| Financial Reporting Offic | S_P6B_12000182 - Comparison                             | 1     |
| Financial Reporting Senio | S_P6B_12000182 - Comparison                             | 1     |
| Internal Auditor          | S_P6B_12000182 - Comparison                             | 1     |
| SAP Support               | S_P6B_12000182 - Comparison                             | 1     |
| External Auditor          | S_P6B_12000186 - Export G/L Account Balances            | 1     |
| Finance Reporting Officer | S_P6B_12000186 - Export G/L Account Balances            | 1     |
| Financial Reporting Manag | S_P6B_12000186 - Export G/L Account Balances            | 1     |
| Financial Reporting Offic | S_P6B_12000186 - Export G/L Account Balances            | 1     |
| Financial Reporting Senio | S_P6B_12000186 - Export G/L Account Balances            | 1     |
| Internal Auditor          | S_P6B_12000186 - Export G/L Account Balances            | 1     |
| SAP Support               | S_P6B_12000186 - Export G/L Account Balances            | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| External Auditor          | S_P7D_67000041 - Audit                       | 1     |
| Finance Reporting Officer | S_P7D_67000041 - Audit                       | 1     |
| Financial Reporting Manag | S_P7D_67000041 - Audit                       | 1     |
| Financial Reporting Offic | S_P7D_67000041 - Audit                       | 1     |
| Financial Reporting Senio | S_P7D_67000041 - Audit                       | 1     |
| Internal Auditor          | S_P7D_67000041 - Audit                       | 1     |
| SAP Support               | S_P7D_67000041 - Audit                       | 1     |
| External Auditor          | S_P7D_67000042 - G/L Account List            | 1     |
| Finance Reporting Officer | S_P7D_67000042 - G/L Account List            | 1     |
| Financial Reporting Manag | S_P7D_67000042 - G/L Account List            | 1     |
| Financial Reporting Offic | S_P7D_67000042 - G/L Account List            | 1     |
| Financial Reporting Senio | S_P7D_67000042 - G/L Account List            | 1     |
| Internal Auditor          | S_P7D_67000042 - G/L Account List            | 1     |
| SAP Support               | S_P7D_67000042 - G/L Account List            | 1     |
| External Auditor          | S_P7D_67000043 - Account Master              | 1     |
| Finance Reporting Officer | S_P7D_67000043 - Account Master              | 1     |
| Financial Reporting Manag | S_P7D_67000043 - Account Master              | 1     |
| Financial Reporting Offic | S_P7D_67000043 - Account Master              | 1     |
| Financial Reporting Senio | S_P7D_67000043 - Account Master              | 1     |
| Internal Auditor          | S_P7D_67000043 - Account Master              | 1     |
| SAP Support               | S_P7D_67000043 - Account Master              | 1     |
| External Auditor          | S_P7D_67000044 - G/L Acct Dir. New Acquisits | 1     |
| Finance Reporting Officer | S_P7D_67000044 - G/L Acct Dir. New Acquisits | 1     |
| Financial Reporting Manag | S_P7D_67000044 - G/L Acct Dir. New Acquisits | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_P7D_67000044 - G/L Acct Dir. New Acquisits       | 1     |
| Financial Reporting Senio | S_P7D_67000044 - G/L Acct Dir. New<br>Acquisits    | 1     |
| Internal Auditor          | S_P7D_67000044 - G/L Acct Dir. New Acquisits       | 1     |
| SAP Support               | S_P7D_67000044 - G/L Acct Dir. New Acquisits       | 1     |
| External Auditor          | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| Finance Reporting Officer | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| Financial Reporting Manag | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| Financial Reporting Offic | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| Financial Reporting Senio | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| Internal Auditor          | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| SAP Support               | S_P7D_67000045 - Accounts with Deletion Flag       | 1     |
| External Auditor          | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| Finance Reporting Officer | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| Financial Reporting Manag | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| Financial Reporting Offic | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| Financial Reporting Senio | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| Internal Auditor          | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| SAP Support               | S_P7D_67000059 - Audit Information<br>System (AIS) | 1     |
| External Auditor          | S_P7D_67000163 - SAP AIS Tax Audit                 | 1     |
| Finance Reporting Officer | S_P7D_67000163 - SAP AIS Tax Audit                 | 1     |
| Financial Reporting Manag | S_P7D_67000163 - SAP AIS Tax Audit                 | 1     |
| Financial Reporting Offic | S_P7D_67000163 - SAP AIS Tax Audit                 | 1     |
| Financial Reporting Senio | S_P7D_67000163 - SAP AIS Tax Audit                 | 1     |
| Internal Auditor          | S_P7D_67000163 - SAP AIS Tax Audit                 | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | S_P7D_67000163 - SAP AIS Tax Audit                      | 1     |
| External Auditor          | S_P99_41000029 - Reporting Rental Units                 | 1     |
| Finance Reporting Officer | S_P99_41000029 - Reporting Rental<br>Units              | 1     |
| Financial Reporting Manag | S_P99_41000029 - Reporting Rental<br>Units              | 1     |
| Financial Reporting Offic | S_P99_41000029 - Reporting Rental Units                 | 1     |
| Financial Reporting Senio | S_P99_41000029 - Reporting Rental Units                 | 1     |
| Internal Auditor          | S_P99_41000029 - Reporting Rental Units                 | 1     |
| SAP Support               | S_P99_41000029 - Reporting Rental Units                 | 1     |
| External Auditor          | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| Finance Reporting Officer | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| Financial Reporting Manag | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| Financial Reporting Offic | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| Financial Reporting Senio | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| Internal Auditor          | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| SAP Support               | S_P99_41000033 - Asset Report Data<br>Retr. (Portugal)  | 1     |
| External Auditor          | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| Finance Reporting Officer | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| Financial Reporting Manag | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| Financial Reporting Offic | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| Financial Reporting Senio | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| Internal Auditor          | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| SAP Support               | S_P99_41000034 - Asset Report Print<br>Prog. (Portugal) | 1     |
| Accounting & Tax Officer  | S_P99_41000166 - Bank directory                         | 1     |
| Accounting Administrator  | S_P99_41000166 - Bank directory                         | 1     |

| HR Position                    | Code Matrix                     | Count |
|--------------------------------|---------------------------------|-------|
| Accounting Manager             | S_P99_41000166 - Bank directory | 1     |
| Accounting Officer             | S_P99_41000166 - Bank directory | 1     |
| Administration Staff           | S_P99_41000166 - Bank directory | 1     |
| AP & AR Control Superviso      | S_P99_41000166 - Bank directory | 1     |
| AP Control Manager             | S_P99_41000166 - Bank directory | 1     |
| AP Controller                  | S_P99_41000166 - Bank directory | 1     |
| AR Control Superintendent      | S_P99_41000166 - Bank directory | 1     |
| AR NON Trade Control Serv      | S_P99_41000166 - Bank directory | 1     |
| AR Officer                     | S_P99_41000166 - Bank directory | 1     |
| AR Trade Control Service       | S_P99_41000166 - Bank directory | 1     |
| Bank & Trade Finance Mana      | S_P99_41000166 - Bank directory | 1     |
| Bank Rels. Officer & Cash      | S_P99_41000166 - Bank directory | 1     |
| Budget & Control Supervis      | S_P99_41000166 - Bank directory | 1     |
| Budget Officer                 | S_P99_41000166 - Bank directory | 1     |
| Cash Management Administration | S_P99_41000166 - Bank directory | 1     |
| Cash Management Officer        | S_P99_41000166 - Bank directory | 1     |
| Default position               | S_P99_41000166 - Bank directory | 1     |
| Finance & Adm General Man      | S_P99_41000166 - Bank directory | 1     |
| Finance Admin                  | S_P99_41000166 - Bank directory | 1     |
| Finance Rep. & Analyst Ma      | S_P99_41000166 - Bank directory | 1     |
| Finance Reporting Officer      | S_P99_41000166 - Bank directory | 1     |
| Financial & Accounting Su      | S_P99_41000166 - Bank directory | 1     |
| Financial Control Departm      | S_P99_41000166 - Bank directory | 1     |
| Financial Reporting Manag      | S_P99_41000166 - Bank directory | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | S_P99_41000166 - Bank directory          | 1     |
| Financial Reporting Senio | S_P99_41000166 - Bank directory          | 1     |
| Financial Reporting Super | S_P99_41000166 - Bank directory          | 1     |
| Gen. Accounting Superviso | S_P99_41000166 - Bank directory          | 1     |
| Managerial Reporting Supe | S_P99_41000166 - Bank directory          | 1     |
| MGM_REP                   | S_P99_41000166 - Bank directory          | 1     |
| Mgt Reporting & Budget Se | S_P99_41000166 - Bank directory          | 1     |
| President Director        | S_P99_41000166 - Bank directory          | 1     |
| Tax Manager               | S_P99_41000166 - Bank directory          | 1     |
| Tax Officer               | S_P99_41000166 - Bank directory          | 1     |
| Trade Finance Admin.      | S_P99_41000166 - Bank directory          | 1     |
| Trade Finance Officer     | S_P99_41000166 - Bank directory          | 1     |
| Treasury & Bangking Manag | S_P99_41000166 - Bank directory          | 1     |
| Treasury Administration   | S_P99_41000166 - Bank directory          | 1     |
| Treasury General Manager  | S_P99_41000166 - Bank directory          | 1     |
| Treasury Settlement Offic | S_P99_41000166 - Bank directory          | 1     |
| Treasury Superintendent   | S_P99_41000166 - Bank directory          | 1     |
| Accounting & Tax Officer  | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Accounting Administrator  | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Accounting Manager        | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Accounting Officer        | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Administration Staff      | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| AP & AR Control Superviso | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| AP Control Manager        | S_P99_41000192 - SAP Standard<br>Variant | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| AP Controller             | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| AR Control Superintendent | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| AR NON Trade Control Serv | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| AR Officer                | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| AR Trade Control Service  | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Budget & Control Supervis | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Budget Officer            | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Default position          | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| External Auditor          | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Finance & Adm General Man | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Finance Admin             | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Finance Rep. & Analyst Ma | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Finance Reporting Officer | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Financial & Accounting Su | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Financial Control Departm | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Financial Reporting Manag | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Financial Reporting Offic | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Financial Reporting Senio | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Financial Reporting Super | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Gen. Accounting Superviso | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Internal Auditor          | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Managerial Reporting Supe | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| MGM_REP                   | S_P99_41000192 - SAP Standard<br>Variant | 1     |
| Mgt Reporting & Budget Se | S_P99_41000192 - SAP Standard<br>Variant | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| President Director        | S_P99_41000192 - SAP Standard<br>Variant   | 1     |
| SAP Support               | S_P99_41000192 - SAP Standard<br>Variant   | 1     |
| Tax Manager               | S_P99_41000192 - SAP Standard<br>Variant   | 1     |
| Tax Officer               | S_P99_41000192 - SAP Standard<br>Variant   | 1     |
| External Auditor          | S_P9C_18000152 - Audit                     | 1     |
| Finance Reporting Officer | S_P9C_18000152 - Audit                     | 1     |
| Financial Reporting Manag | S_P9C_18000152 - Audit                     | 1     |
| Financial Reporting Offic | S_P9C_18000152 - Audit                     | 1     |
| Financial Reporting Senio | S_P9C_18000152 - Audit                     | 1     |
| Internal Auditor          | S_P9C_18000152 - Audit                     | 1     |
| SAP Support               | S_P9C_18000152 - Audit                     | 1     |
| External Auditor          | S_P9C_18000153 - Audit                     | 1     |
| Finance Reporting Officer | S_P9C_18000153 - Audit                     | 1     |
| Financial Reporting Manag | S_P9C_18000153 - Audit                     | 1     |
| Financial Reporting Offic | S_P9C_18000153 - Audit                     | 1     |
| Financial Reporting Senio | S_P9C_18000153 - Audit                     | 1     |
| Internal Auditor          | S_P9C_18000153 - Audit                     | 1     |
| SAP Support               | S_P9C_18000153 - Audit                     | 1     |
| External Auditor          | S_P9C_18000154 - Count Document<br>Headers | 1     |
| Finance Reporting Officer | S_P9C_18000154 - Count Document<br>Headers | 1     |
| Financial Reporting Manag | S_P9C_18000154 - Count Document<br>Headers | 1     |
| Financial Reporting Offic | S_P9C_18000154 - Count Document<br>Headers | 1     |
| Financial Reporting Senio | S_P9C_18000154 - Count Document<br>Headers | 1     |
| Internal Auditor          | S_P9C_18000154 - Count Document<br>Headers | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| SAP Support               | S_P9C_18000154 - Count Document<br>Headers | 1     |
| Comp.Benefit Admin        | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| Comp.Benefit HR Berau Off | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| Comp.Benefit HR Berau Sup | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| GA Staff JKT              | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| HR & GA Manager - JKT     | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| HR System Support Officer | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| HRGA General Manager      | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| Payroll Admin             | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| Payroll Officer           | S_PH9_46000172 - Wage Type<br>Reporter     | 1     |
| Comp.Benefit Admin        | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Comp.Benefit HR Berau Off | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Comp.Benefit HR Berau Sup | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Compensation & Benefits A | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| GA Staff JKT              | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| HR & GA Manager - JKT     | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| HR Development Manager    | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| HR System Support Officer | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| HRGA General Manager      | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Industrial Relation Coord | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Industrial Relation Offic | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| IR & Welfare Superintende | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Payment & Bank Reconsile  | S_PH9_46000216 - Service<br>Anniversaries  | 1     |
| Payroll Admin             | S_PH9_46000216 - Service<br>Anniversaries  | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Payroll Officer           | S_PH9_46000216 - Service<br>Anniversaries | 1     |
| Recruit & Assessment Offi | S_PH9_46000216 - Service<br>Anniversaries | 1     |
| Recruitment Officer       | S_PH9_46000216 - Service<br>Anniversaries | 1     |
| Support Administrator Off | S_PH9_46000216 - Service<br>Anniversaries | 1     |
| Welfare Admin Supervisor  | S_PH9_46000216 - Service<br>Anniversaries | 1     |
| Comp.Benefit Admin        | S_PH9_46000221 - Birthday List            | 1     |
| Comp.Benefit HR Berau Off | S_PH9_46000221 - Birthday List            | 1     |
| Comp.Benefit HR Berau Sup | S_PH9_46000221 - Birthday List            | 1     |
| Compensation & Benefits A | S_PH9_46000221 - Birthday List            | 1     |
| GA Staff JKT              | S_PH9_46000221 - Birthday List            | 1     |
| HR & GA Manager - JKT     | S_PH9_46000221 - Birthday List            | 1     |
| HR Development Manager    | S_PH9_46000221 - Birthday List            | 1     |
| HR System Support Officer | S_PH9_46000221 - Birthday List            | 1     |
| HRGA General Manager      | S_PH9_46000221 - Birthday List            | 1     |
| Industrial Relation Coord | S_PH9_46000221 - Birthday List            | 1     |
| Industrial Relation Offic | S_PH9_46000221 - Birthday List            | 1     |
| IR & Welfare Superintende | S_PH9_46000221 - Birthday List            | 1     |
| Payment & Bank Reconsile  | S_PH9_46000221 - Birthday List            | 1     |
| Payroll Admin             | S_PH9_46000221 - Birthday List            | 1     |
| Payroll Officer           | S_PH9_46000221 - Birthday List            | 1     |
| Recruit & Assessment Offi | S_PH9_46000221 - Birthday List            | 1     |
| Recruitment Officer       | S_PH9_46000221 - Birthday List            | 1     |
| Support Administrator Off | S_PH9_46000221 - Birthday List            | 1     |
| Welfare Admin Supervisor  | S_PH9_46000221 - Birthday List            | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Accounting Administrator  | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Accounting Manager        | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Accounting Officer        | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| AP & AR Control Superviso | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Budget & Control Supervis | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Budget Officer            | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Finance & Adm General Man | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Finance Admin             | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Finance Rep. & Analyst Ma | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Finance Reporting Officer | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Financial & Accounting Su | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Financial Control Departm | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Financial Reporting Manag | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Financial Reporting Offic | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Financial Reporting Senio | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Financial Reporting Super | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Gen. Accounting Superviso | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Managerial Reporting Supe | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| MGM_REP                   | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Mgt Reporting & Budget Se | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| President Director        | S_PL0_09000447 - Withholding Tax<br>Report for Vendor   | 1     |
| Accounting & Tax Officer  | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Accounting Administrator  | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Accounting Manager        | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Accounting Officer        | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Administration Staff      | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AP & AR Control Superviso | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AP Control Manager        | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AP Controller             | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AR Control Superintendent | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AR NON Trade Control Serv | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AR Officer                | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| AR Trade Control Service  | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Budget & Control Supervis | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Budget Officer            | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Default position          | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Finance & Adm General Man | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Finance Admin             | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Finance Rep. & Analyst Ma | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Finance Reporting Officer | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Financial & Accounting Su | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Financial Control Departm | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Financial Reporting Manag | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Financial Reporting Offic | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Financial Reporting Senio | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Financial Reporting Super | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Gen. Accounting Superviso | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |
| Managerial Reporting Supe | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| MGM_REP                   | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison  | 1     |
| Mgt Reporting & Budget Se | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison  | 1     |
| President Director        | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison  | 1     |
| Tax Manager               | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison  | 1     |
| Tax Officer               | S_PL0_86000028 - Fin. Statements:<br>Act/Act Comparison  | 1     |
| Accounting & Tax Officer  | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Accounting Administrator  | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Accounting Manager        | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Accounting Officer        | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Administration Staff      | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AP & AR Control Superviso | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AP Control Manager        | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AP Controller             | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AR Control Superintendent | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AR NON Trade Control Serv | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AR Officer                | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| AR Trade Control Service  | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Budget & Control Supervis | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Budget Officer            | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Default position          | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Finance & Adm General Man | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Finance Admin             | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Finance Rep. & Analyst Ma | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Finance Reporting Officer | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial & Accounting Su | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Financial Control Departm | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Financial Reporting Manag | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Financial Reporting Offic | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Financial Reporting Senio | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Financial Reporting Super | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Gen. Accounting Superviso | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Managerial Reporting Supe | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| MGM_REP                   | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Mgt Reporting & Budget Se | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| President Director        | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Tax Manager               | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Tax Officer               | S_PL0_86000029 - Fin. Statement:<br>Plan/Act. Comparison | 1     |
| Accounting & Tax Officer  | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| Accounting Administrator  | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| Accounting Manager        | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| Accounting Officer        | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| Administration Staff      | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| AP & AR Control Superviso | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| AP Control Manager        | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| AP Controller             | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| AR Control Superintendent | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| AR NON Trade Control Serv | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |
| AR Officer                | S_PL0_86000030 - G/L Account -<br>Balances               | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| AR Trade Control Service  | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Budget & Control Supervis | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Budget Officer            | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Default position          | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Finance & Adm General Man | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Finance Admin             | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Finance Rep. & Analyst Ma | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Finance Reporting Officer | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Financial & Accounting Su | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Financial Control Departm | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Financial Reporting Manag | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Financial Reporting Offic | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Financial Reporting Senio | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Financial Reporting Super | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Gen. Accounting Superviso | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Managerial Reporting Supe | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| MGM_REP                   | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Mgt Reporting & Budget Se | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| President Director        | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Tax Manager               | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| Tax Officer               | S_PL0_86000030 - G/L Account -<br>Balances | 1     |
| SAP Support               | S_SL0_21000007 - #N/A                      | 1     |
| Comp.Benefit HR Berau Off | SA38 - ABAP Reporting                      | 1     |
| Comp.Benefit HR Berau Sup | SA38 - ABAP Reporting                      | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| External Auditor          | SA38 - ABAP Reporting         | 1     |
| Finance Reporting Officer | SA38 - ABAP Reporting         | 1     |
| Financial Reporting Manag | SA38 - ABAP Reporting         | 1     |
| Financial Reporting Offic | SA38 - ABAP Reporting         | 1     |
| Financial Reporting Senio | SA38 - ABAP Reporting         | 1     |
| GA Staff JKT              | SA38 - ABAP Reporting         | 1     |
| HR System Support Officer | SA38 - ABAP Reporting         | 1     |
| Internal Auditor          | SA38 - ABAP Reporting         | 1     |
| SAP Support               | SA38 - ABAP Reporting         | 1     |
| Account Officer           | SBWP - SAP Business Workplace | 1     |
| Account Receivable Office | SBWP - SAP Business Workplace | 1     |
| Accounting & Tax Officer  | SBWP - SAP Business Workplace | 1     |
| Accounting Administrator  | SBWP - SAP Business Workplace | 1     |
| Accounting Manager        | SBWP - SAP Business Workplace | 1     |
| Accounting Officer        | SBWP - SAP Business Workplace | 1     |
| Admin & Data Processing S | SBWP - SAP Business Workplace | 1     |
| Admin Doc. Filling        | SBWP - SAP Business Workplace | 1     |
| Administration Staff      | SBWP - SAP Business Workplace | 1     |
| AP & AR Control Superviso | SBWP - SAP Business Workplace | 1     |
| AP Control Manager        | SBWP - SAP Business Workplace | 1     |
| AP Control Superintendent | SBWP - SAP Business Workplace | 1     |
| AP Controller             | SBWP - SAP Business Workplace | 1     |
| AP Officer                | SBWP - SAP Business Workplace | 1     |
| AR Control Manager        | SBWP - SAP Business Workplace | 1     |

| HR Position                     | Code Matrix                   | Count |
|---------------------------------|-------------------------------|-------|
| AR Control Superintendent       | SBWP - SAP Business Workplace | 1     |
| AR NON Trade Control Serv       | SBWP - SAP Business Workplace | 1     |
| AR Officer                      | SBWP - SAP Business Workplace | 1     |
| AR Trade Control Service        | SBWP - SAP Business Workplace | 1     |
| Area 1 Marketing & S. man       | SBWP - SAP Business Workplace | 1     |
| Area 2 Marketing & S. man       | SBWP - SAP Business Workplace | 1     |
| Area 3 Marketing & S. man       | SBWP - SAP Business Workplace | 1     |
| Asset Officer                   | SBWP - SAP Business Workplace | 1     |
| Bank & Trade Finance Mana       | SBWP - SAP Business Workplace | 1     |
| Bank Rels. Officer & Cash       | SBWP - SAP Business Workplace | 1     |
| Binungan Mine Operation A       | SBWP - SAP Business Workplace | 1     |
| Budget & Control Supervis       | SBWP - SAP Business Workplace | 1     |
| Budget Officer                  | SBWP - SAP Business Workplace | 1     |
| Building & General Asset        | SBWP - SAP Business Workplace | 1     |
| Business Analyst Manager        | SBWP - SAP Business Workplace | 1     |
| Cash Management Administration  | SBWP - SAP Business Workplace | 1     |
| Cash Management Officer         | SBWP - SAP Business Workplace | 1     |
| Claim & Compensation Admi       | SBWP - SAP Business Workplace | 1     |
| Coal Handling Inf. Dev. &       | SBWP - SAP Business Workplace | 1     |
| Coal Mining Dept. Head          | SBWP - SAP Business Workplace | 1     |
| ComDev Admin & Logistic         | SBWP - SAP Business Workplace | 1     |
| Commuication & Relation Officer | SBWP - SAP Business Workplace | 1     |
| Community Rel Admin Suppo       | SBWP - SAP Business Workplace | 1     |
| Comp.Benefit Admin              | SBWP - SAP Business Workplace | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Comp.Benefit HR Berau Off | SBWP - SAP Business Workplace | 1     |
| Comp.Benefit HR Berau Sup | SBWP - SAP Business Workplace | 1     |
| Compensation & Benefits A | SBWP - SAP Business Workplace | 1     |
| Contract & Doc. Control O | SBWP - SAP Business Workplace | 1     |
| Contract Management Engin | SBWP - SAP Business Workplace | 1     |
| Corporate Affair Manager  | SBWP - SAP Business Workplace | 1     |
| Corporate Affairs Officer | SBWP - SAP Business Workplace | 1     |
| Corporate Communication G | SBWP - SAP Business Workplace | 1     |
| Corporate Legal Manager   | SBWP - SAP Business Workplace | 1     |
| Corporate Legal Senior Ma | SBWP - SAP Business Workplace | 1     |
| Corporate Secretary Manag | SBWP - SAP Business Workplace | 1     |
| Corporate Support Senior  | SBWP - SAP Business Workplace | 1     |
| Cost Estimator & Control  | SBWP - SAP Business Workplace | 1     |
| CPP & Hauling Road Superv | SBWP - SAP Business Workplace | 1     |
| CPP Superintendent        | SBWP - SAP Business Workplace | 1     |
| CPP Supervisor            | SBWP - SAP Business Workplace | 1     |
| Crewing Officer           | SBWP - SAP Business Workplace | 1     |
| Default position          | SBWP - SAP Business Workplace | 1     |
| Elect. P & C Engineer     | SBWP - SAP Business Workplace | 1     |
| Electrical Supervisor     | SBWP - SAP Business Workplace | 1     |
| EMS Area 1 Manager        | SBWP - SAP Business Workplace | 1     |
| Energy Management Serv. G | SBWP - SAP Business Workplace | 1     |
| Engineering Manager       | SBWP - SAP Business Workplace | 1     |
| Environment Manager       | SBWP - SAP Business Workplace | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| ER & LM Admin Officer     | SBWP - SAP Business Workplace | 1     |
| ER & OHSE Training Manage | SBWP - SAP Business Workplace | 1     |
| Executive Secretary       | SBWP - SAP Business Workplace | 1     |
| External Auditor          | SBWP - SAP Business Workplace | 1     |
| External Relation & Land  | SBWP - SAP Business Workplace | 1     |
| External SAP Consultant   | SBWP - SAP Business Workplace | 1     |
| Finacial Accounting Staff | SBWP - SAP Business Workplace | 1     |
| Finance & Adm General Man | SBWP - SAP Business Workplace | 1     |
| Finance Admin             | SBWP - SAP Business Workplace | 1     |
| Finance Analyst           | SBWP - SAP Business Workplace | 1     |
| Finance Deputy Director   | SBWP - SAP Business Workplace | 1     |
| Finance Rep. & Analyst Ma | SBWP - SAP Business Workplace | 1     |
| Finance Reporting Officer | SBWP - SAP Business Workplace | 1     |
| Financial & Accounting Su | SBWP - SAP Business Workplace | 1     |
| Financial Accounting Bera | SBWP - SAP Business Workplace | 1     |
| Financial Accounting Jaka | SBWP - SAP Business Workplace | 1     |
| Financial Control Departm | SBWP - SAP Business Workplace | 1     |
| Financial Reporting Manag | SBWP - SAP Business Workplace | 1     |
| Financial Reporting Offic | SBWP - SAP Business Workplace | 1     |
| Financial Reporting Senio | SBWP - SAP Business Workplace | 1     |
| Financial Reporting Super | SBWP - SAP Business Workplace | 1     |
| GA Admin                  | SBWP - SAP Business Workplace | 1     |
| GA Officer                | SBWP - SAP Business Workplace | 1     |
| GA Service Supervisor     | SBWP - SAP Business Workplace | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| GA Staff JKT              | SBWP - SAP Business Workplace | 1     |
| GA Supervisor             | SBWP - SAP Business Workplace | 1     |
| Gen. Accounting Superviso | SBWP - SAP Business Workplace | 1     |
| Gen. Service & Logistic G | SBWP - SAP Business Workplace | 1     |
| General Affair Berau Supe | SBWP - SAP Business Workplace | 1     |
| General Affair Manager    | SBWP - SAP Business Workplace | 1     |
| Geology & Exploration Man | SBWP - SAP Business Workplace | 1     |
| Geology & Exploration Sup | SBWP - SAP Business Workplace | 1     |
| Geotechnic & Hydrology Ma | SBWP - SAP Business Workplace | 1     |
| H.S.E General Manager     | SBWP - SAP Business Workplace | 1     |
| HO Support Service Superv | SBWP - SAP Business Workplace | 1     |
| HO Support Superintendent | SBWP - SAP Business Workplace | 1     |
| HR & GA Manager - JKT     | SBWP - SAP Business Workplace | 1     |
| HR Development Manager    | SBWP - SAP Business Workplace | 1     |
| HR System Support Officer | SBWP - SAP Business Workplace | 1     |
| HRGA General Manager      | SBWP - SAP Business Workplace | 1     |
| HSE General Admin         | SBWP - SAP Business Workplace | 1     |
| Industrial Relation Coord | SBWP - SAP Business Workplace | 1     |
| Industrial Relation Offic | SBWP - SAP Business Workplace | 1     |
| Infrastructure Dev. Plan  | SBWP - SAP Business Workplace | 1     |
| Internal Audit            | SBWP - SAP Business Workplace | 1     |
| Internal Audit Manager    | SBWP - SAP Business Workplace | 1     |
| Internal Auditor          | SBWP - SAP Business Workplace | 1     |
| IR & Welfare Superintende | SBWP - SAP Business Workplace | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| IT & MIS General Manager  | SBWP - SAP Business Workplace | 1     |
| IT Manager                | SBWP - SAP Business Workplace | 1     |
| Land Acquisition & Manage | SBWP - SAP Business Workplace | 1     |
| Lati Mine Opertaion Manag | SBWP - SAP Business Workplace | 1     |
| Lati Port Supervisor      | SBWP - SAP Business Workplace | 1     |
| Legal & Compliance Admin  | SBWP - SAP Business Workplace | 1     |
| Legal Officer             | SBWP - SAP Business Workplace | 1     |
| LMO Admin Planner         | SBWP - SAP Business Workplace | 1     |
| Logistic GL               | SBWP - SAP Business Workplace | 1     |
| Logistic GL Parts         | SBWP - SAP Business Workplace | 1     |
| Logistic Manager          | SBWP - SAP Business Workplace | 1     |
| Logistic Officer          | SBWP - SAP Business Workplace | 1     |
| Logistic Section Head     | SBWP - SAP Business Workplace | 1     |
| Logistic Supervisor       | SBWP - SAP Business Workplace | 1     |
| Managerial Reporting Supe | SBWP - SAP Business Workplace | 1     |
| Marine Support Officer    | SBWP - SAP Business Workplace | 1     |
| Marketing & Transp. Admin | SBWP - SAP Business Workplace | 1     |
| Marketing & transp. Direc | SBWP - SAP Business Workplace | 1     |
| Marketing & transp.Deputy | SBWP - SAP Business Workplace | 1     |
| Marketing Support Officer | SBWP - SAP Business Workplace | 1     |
| Mech & Elect Superintende | SBWP - SAP Business Workplace | 1     |
| Mech. P & C Engineer      | SBWP - SAP Business Workplace | 1     |
| Mechanical Supervisor     | SBWP - SAP Business Workplace | 1     |
| MGM_REP                   | SBWP - SAP Business Workplace | 1     |

| HR Position                | Code Matrix                   | Count |
|----------------------------|-------------------------------|-------|
| Mgt Reporting & Budget Se  | SBWP - SAP Business Workplace | 1     |
| Mine Closure Manager       | SBWP - SAP Business Workplace | 1     |
| Mine Contract Management   | SBWP - SAP Business Workplace | 1     |
| Mine Contract Mgmt & T.S   | SBWP - SAP Business Workplace | 1     |
| Mine Dev & Geology Genera  | SBWP - SAP Business Workplace | 1     |
| Mine Plan & Control Manag  | SBWP - SAP Business Workplace | 1     |
| Mine Superintendent        | SBWP - SAP Business Workplace | 1     |
| Mining General Manager     | SBWP - SAP Business Workplace | 1     |
| MIS Manager                | SBWP - SAP Business Workplace | 1     |
| O.H.S. Manager             | SBWP - SAP Business Workplace | 1     |
| Operation Deputy Director  | SBWP - SAP Business Workplace | 1     |
| Operation Director         | SBWP - SAP Business Workplace | 1     |
| Operation Support Service  | SBWP - SAP Business Workplace | 1     |
| P&C Superintendent         | SBWP - SAP Business Workplace | 1     |
| P. Quality & D. Control M  | SBWP - SAP Business Workplace | 1     |
| Payment & Bank Reconsile   | SBWP - SAP Business Workplace | 1     |
| Payroll Admin              | SBWP - SAP Business Workplace | 1     |
| Payroll Officer            | SBWP - SAP Business Workplace | 1     |
| Planner Hauling BMO Plant  | SBWP - SAP Business Workplace | 1     |
| Planning & Design Eng.     | SBWP - SAP Business Workplace | 1     |
| Plant Administration Staff | SBWP - SAP Business Workplace | 1     |
| Plant Maintenance Officer  | SBWP - SAP Business Workplace | 1     |
| Port & Barging Opt. Manag  | SBWP - SAP Business Workplace | 1     |
| Port Engineer              | SBWP - SAP Business Workplace | 1     |

| HR Position                     | Code Matrix                   | Count |
|---------------------------------|-------------------------------|-------|
| PQDC Officer                    | SBWP - SAP Business Workplace | 1     |
| Prapatan Port Supervisor        | SBWP - SAP Business Workplace | 1     |
| President Director              | SBWP - SAP Business Workplace | 1     |
| Procurement Officer             | SBWP - SAP Business Workplace | 1     |
| Procurement Staff               | SBWP - SAP Business Workplace | 1     |
| Production Administration       | SBWP - SAP Business Workplace | 1     |
| Production Administration Staff | SBWP - SAP Business Workplace | 1     |
| Project Administration          | SBWP - SAP Business Workplace | 1     |
| Project Officer                 | SBWP - SAP Business Workplace | 1     |
| Purchasing Adm. Officer         | SBWP - SAP Business Workplace | 1     |
| Purchasing Manager              | SBWP - SAP Business Workplace | 1     |
| Purchasing Officer              | SBWP - SAP Business Workplace | 1     |
| QHSE System Compliance Ma       | SBWP - SAP Business Workplace | 1     |
| Recruit & Assessment Offi       | SBWP - SAP Business Workplace | 1     |
| Recruitment Officer             | SBWP - SAP Business Workplace | 1     |
| Rental Department Head          | SBWP - SAP Business Workplace | 1     |
| Risk Mgt. Compl. & Policy       | SBWP - SAP Business Workplace | 1     |
| Sambarata Mine Operation        | SBWP - SAP Business Workplace | 1     |
| Sambarata Port Supervisor       | SBWP - SAP Business Workplace | 1     |
| SAP Support                     | SBWP - SAP Business Workplace | 1     |
| Secretary Officer               | SBWP - SAP Business Workplace | 1     |
| Security Manager                | SBWP - SAP Business Workplace | 1     |
| Senior Instruktur               | SBWP - SAP Business Workplace | 1     |
| Shared Service Unit Gener       | SBWP - SAP Business Workplace | 1     |

| HR Position                   | Code Matrix                   | Count |
|-------------------------------|-------------------------------|-------|
| SHE Section Head              | SBWP - SAP Business Workplace | 1     |
| Shipment Admin Officer        | SBWP - SAP Business Workplace | 1     |
| Shipping Admin                | SBWP - SAP Business Workplace | 1     |
| Shipping Admin Officer        | SBWP - SAP Business Workplace | 1     |
| Shipping Administration Staff | SBWP - SAP Business Workplace | 1     |
| Shipping Legal                | SBWP - SAP Business Workplace | 1     |
| Shipping Manager              | SBWP - SAP Business Workplace | 1     |
| Suaran Port Supervisor        | SBWP - SAP Business Workplace | 1     |
| Support Administrator Off     | SBWP - SAP Business Workplace | 1     |
| Supporting Infr. Dev. Sup     | SBWP - SAP Business Workplace | 1     |
| Tax Manager                   | SBWP - SAP Business Workplace | 1     |
| Tax Officer                   | SBWP - SAP Business Workplace | 1     |
| Technical Service Manager     | SBWP - SAP Business Workplace | 1     |
| Tender Officer                | SBWP - SAP Business Workplace | 1     |
| Ticketing                     | SBWP - SAP Business Workplace | 1     |
| Trade Finance Admin.          | SBWP - SAP Business Workplace | 1     |
| Trade Finance Officer         | SBWP - SAP Business Workplace | 1     |
| Traffic & Admin Superinte     | SBWP - SAP Business Workplace | 1     |
| Transhipment Supervisor       | SBWP - SAP Business Workplace | 1     |
| Transp. & Sales Adm. Gene     | SBWP - SAP Business Workplace | 1     |
| Transport & Shipment Mana     | SBWP - SAP Business Workplace | 1     |
| Transport Analyst             | SBWP - SAP Business Workplace | 1     |
| Travelling & Claim Admin      | SBWP - SAP Business Workplace | 1     |
| Treasury & Bangking Manag     | SBWP - SAP Business Workplace | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Treasury Administration   | SBWP - SAP Business Workplace      | 1     |
| Treasury General Manager  | SBWP - SAP Business Workplace      | 1     |
| Treasury Settlement Offic | SBWP - SAP Business Workplace      | 1     |
| Treasury Superintendent   | SBWP - SAP Business Workplace      | 1     |
| Warehouse Crew            | SBWP - SAP Business Workplace      | 1     |
| Welfare Admin Supervisor  | SBWP - SAP Business Workplace      | 1     |
| External Auditor          | SCC4 - Client Administration       | 1     |
| Finance Reporting Officer | SCC4 - Client Administration       | 1     |
| Financial Reporting Manag | SCC4 - Client Administration       | 1     |
| Financial Reporting Offic | SCC4 - Client Administration       | 1     |
| Financial Reporting Senio | SCC4 - Client Administration       | 1     |
| Internal Auditor          | SCC4 - Client Administration       | 1     |
| SAP Support               | SCC4 - Client Administration       | 1     |
| Accounting & Tax Officer  | SCMA - Schedule Manager: Scheduler | 1     |
| Accounting Administrator  | SCMA - Schedule Manager: Scheduler | 1     |
| Accounting Manager        | SCMA - Schedule Manager: Scheduler | 1     |
| Accounting Officer        | SCMA - Schedule Manager: Scheduler | 1     |
| Administration Staff      | SCMA - Schedule Manager: Scheduler | 1     |
| AP & AR Control Superviso | SCMA - Schedule Manager: Scheduler | 1     |
| Budget & Control Supervis | SCMA - Schedule Manager: Scheduler | 1     |
| Budget Officer            | SCMA - Schedule Manager: Scheduler | 1     |
| Default position          | SCMA - Schedule Manager: Scheduler | 1     |
| External Auditor          | SCMA - Schedule Manager: Scheduler | 1     |
| Finance & Adm General Man | SCMA - Schedule Manager: Scheduler | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Admin             | SCMA - Schedule Manager: Scheduler         | 1     |
| Finance Rep. & Analyst Ma | SCMA - Schedule Manager: Scheduler         | 1     |
| Finance Reporting Officer | SCMA - Schedule Manager: Scheduler         | 1     |
| Financial & Accounting Su | SCMA - Schedule Manager: Scheduler         | 1     |
| Financial Control Departm | SCMA - Schedule Manager: Scheduler         | 1     |
| Financial Reporting Manag | SCMA - Schedule Manager: Scheduler         | 1     |
| Financial Reporting Offic | SCMA - Schedule Manager: Scheduler         | 1     |
| Financial Reporting Senio | SCMA - Schedule Manager: Scheduler         | 1     |
| Financial Reporting Super | SCMA - Schedule Manager: Scheduler         | 1     |
| Gen. Accounting Superviso | SCMA - Schedule Manager: Scheduler         | 1     |
| Internal Auditor          | SCMA - Schedule Manager: Scheduler         | 1     |
| Managerial Reporting Supe | SCMA - Schedule Manager: Scheduler         | 1     |
| MGM_REP                   | SCMA - Schedule Manager: Scheduler         | 1     |
| Mgt Reporting & Budget Se | SCMA - Schedule Manager: Scheduler         | 1     |
| President Director        | SCMA - Schedule Manager: Scheduler         | 1     |
| SAP Support               | SCMA - Schedule Manager: Scheduler         | 1     |
| Tax Manager               | SCMA - Schedule Manager: Scheduler         | 1     |
| Tax Officer               | SCMA - Schedule Manager: Scheduler         | 1     |
| External Auditor          | SDD1 - Duplicate Sales Documents in Period | 1     |
| Finance Reporting Officer | SDD1 - Duplicate Sales Documents in Period | 1     |
| Financial Reporting Manag | SDD1 - Duplicate Sales Documents in Period | 1     |
| Financial Reporting Offic | SDD1 - Duplicate Sales Documents in Period | 1     |
| Financial Reporting Senio | SDD1 - Duplicate Sales Documents in Period | 1     |
| Internal Auditor          | SDD1 - Duplicate Sales Documents in Period | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| SAP Support               | SDD1 - Duplicate Sales Documents in Period | 1     |
| Area 1 Marketing & S. man | SDV1 - Expiring Contracts                  | 1     |
| Area 2 Marketing & S. man | SDV1 - Expiring Contracts                  | 1     |
| Area 3 Marketing & S. man | SDV1 - Expiring Contracts                  | 1     |
| Marketing Support Officer | SDV1 - Expiring Contracts                  | 1     |
| Shipment Admin Officer    | SDV1 - Expiring Contracts                  | 1     |
| Area 1 Marketing & S. man | SDV2 - Expired Contracts                   | 1     |
| Area 2 Marketing & S. man | SDV2 - Expired Contracts                   | 1     |
| Area 3 Marketing & S. man | SDV2 - Expired Contracts                   | 1     |
| Marketing Support Officer | SDV2 - Expired Contracts                   | 1     |
| Shipment Admin Officer    | SDV2 - Expired Contracts                   | 1     |
| Area 1 Marketing & S. man | SDV3 - Completed Contracts                 | 1     |
| Area 2 Marketing & S. man | SDV3 - Completed Contracts                 | 1     |
| Area 3 Marketing & S. man | SDV3 - Completed Contracts                 | 1     |
| Marketing Support Officer | SDV3 - Completed Contracts                 | 1     |
| Shipment Admin Officer    | SDV3 - Completed Contracts                 | 1     |
| External Auditor          | SE06 - Set Up Transport Organizer          | 1     |
| Finance Reporting Officer | SE06 - Set Up Transport Organizer          | 1     |
| Financial Reporting Manag | SE06 - Set Up Transport Organizer          | 1     |
| Financial Reporting Offic | SE06 - Set Up Transport Organizer          | 1     |
| Financial Reporting Senio | SE06 - Set Up Transport Organizer          | 1     |
| Internal Auditor          | SE06 - Set Up Transport Organizer          | 1     |
| SAP Support               | SE06 - Set Up Transport Organizer          | 1     |
| External Auditor          | SE16 - Data Browser                        | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Finance Reporting Officer | SE16 - Data Browser           | 1     |
| Financial Reporting Manag | SE16 - Data Browser           | 1     |
| Financial Reporting Offic | SE16 - Data Browser           | 1     |
| Financial Reporting Senio | SE16 - Data Browser           | 1     |
| Internal Auditor          | SE16 - Data Browser           | 1     |
| SAP Support               | SE16 - Data Browser           | 1     |
| SAP Support               | SE16_ANEA - Data Browser ANEA | 1     |
| SAP Support               | SE16_ANEK - Data Browser ANEK | 1     |
| Accounting Administrator  | SE16_ANEP - Data Browser ANEP | 1     |
| Accounting Officer        | SE16_ANEP - Data Browser ANEP | 1     |
| Asset Officer             | SE16_ANEP - Data Browser ANEP | 1     |
| Budget & Control Supervis | SE16_ANEP - Data Browser ANEP | 1     |
| Budget Officer            | SE16_ANEP - Data Browser ANEP | 1     |
| Building & General Asset  | SE16_ANEP - Data Browser ANEP | 1     |
| Contract & Doc. Control O | SE16_ANEP - Data Browser ANEP | 1     |
| Finance Admin             | SE16_ANEP - Data Browser ANEP | 1     |
| Finance Reporting Officer | SE16_ANEP - Data Browser ANEP | 1     |
| Financial & Accounting Su | SE16_ANEP - Data Browser ANEP | 1     |
| Financial Control Departm | SE16_ANEP - Data Browser ANEP | 1     |
| Financial Reporting Manag | SE16_ANEP - Data Browser ANEP | 1     |
| Financial Reporting Offic | SE16_ANEP - Data Browser ANEP | 1     |
| Financial Reporting Super | SE16_ANEP - Data Browser ANEP | 1     |
| Gen. Accounting Superviso | SE16_ANEP - Data Browser ANEP | 1     |
| Managerial Reporting Supe | SE16_ANEP - Data Browser ANEP | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| MGM_REP                   | SE16_ANEP - Data Browser ANEP            | 1     |
| SAP Support               | SE16_ANEP - Data Browser ANEP            | 1     |
| Supporting Infr. Dev. Sup | SE16_ANEP - Data Browser ANEP            | 1     |
| SAP Support               | SE16_ANLA - Data Browser ANLA            | 1     |
| SAP Support               | SE16_ANLC - Data Browser ANLC            | 1     |
| SAP Support               | SE16_ANLP - Data Browser ANLP            | 1     |
| SAP Support               | SE16_ANLZ - Data Browser ANLZ            | 1     |
| SAP Support               | SE16_BKPF - Data Browser BKPF            | 1     |
| SAP Support               | SE16_BSEG - Data Browser BSEG            | 1     |
| SAP Support               | SE16_BSEG_ADD - Data Browser<br>BSEG_ADD | 1     |
| SAP Support               | SE16_BSID - Data Browser BSID            | 1     |
| SAP Support               | SE16_BSIK - Data Browser BSIK            | 1     |
| SAP Support               | SE16_BSIS - Data Browser BSIS            | 1     |
| SAP Support               | SE16_KNA1 - Data Browser KNA1            | 1     |
| SAP Support               | SE16_KNB1 - Data Browser KNB1            | 1     |
| SAP Support               | SE16_LFA1 - Data Browser LFA1            | 1     |
| SAP Support               | SE16_LFB1 - Data Browser LFB1            | 1     |
| SAP Support               | SE16_MARA - Data Browser MARA            | 1     |
| SAP Support               | SE16_MARC - Data Browser MARC            | 1     |
| SAP Support               | SE16_SKA1 - Data Browser SKA1            | 1     |
| SAP Support               | SE16_SKB1 - Data Browser SKB1            | 1     |
| SAP Support               | SE16N - General Table Display            | 1     |
| SAP Support               | SE37 - ABAP Function Modules             | 1     |
| SAP Support               | SE38 - ABAP Editor                       | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| SAP Support               | SE93 - Maintain Transaction Codes                      | 1     |
| External Auditor          | SECR - Obsolete Audit Information<br>System            | 1     |
| Finance Reporting Officer | SECR - Obsolete Audit Information<br>System            | 1     |
| Financial Reporting Manag | SECR - Obsolete Audit Information<br>System            | 1     |
| Financial Reporting Offic | SECR - Obsolete Audit Information<br>System            | 1     |
| Financial Reporting Senio | SECR - Obsolete Audit Information<br>System            | 1     |
| Internal Auditor          | SECR - Obsolete Audit Information<br>System            | 1     |
| SAP Support               | SECR - Obsolete Audit Information<br>System            | 1     |
| External Auditor          | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| Finance Reporting Officer | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| Financial Reporting Manag | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| Financial Reporting Offic | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| Financial Reporting Senio | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| Internal Auditor          | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| SAP Support               | SESSION_MANAGER - Session<br>Manager Menu Tree Display | 1     |
| Accounting Manager        | SHD0 - Transaction and Screen Variants                 | 1     |
| Finance Rep. & Analyst Ma | SHD0 - Transaction and Screen Variants                 | 1     |
| Financial Control Departm | SHD0 - Transaction and Screen<br>Variants              | 1     |
| Financial Reporting Manag | SHD0 - Transaction and Screen<br>Variants              | 1     |
| SAP Support               | SM04 - User List                                       | 1     |
| SAP Support               | SM12 - Display and Delete Locks                        | 1     |
| External Auditor          | SM19 - Security Audit Configuration                    | 1     |
| Finance Reporting Officer | SM19 - Security Audit Configuration                    | 1     |
| Financial Reporting Manag | SM19 - Security Audit Configuration                    | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | SM19 - Security Audit Configuration    | 1     |
| Financial Reporting Senio | SM19 - Security Audit Configuration    | 1     |
| Internal Auditor          | SM19 - Security Audit Configuration    | 1     |
| SAP Support               | SM19 - Security Audit Configuration    | 1     |
| External Auditor          | SM20 - Analysis of Security Audit Log  | 1     |
| Finance Reporting Officer | SM20 - Analysis of Security Audit Log  | 1     |
| Financial Reporting Manag | SM20 - Analysis of Security Audit Log  | 1     |
| Financial Reporting Offic | SM20 - Analysis of Security Audit Log  | 1     |
| Financial Reporting Senio | SM20 - Analysis of Security Audit Log  | 1     |
| Internal Auditor          | SM20 - Analysis of Security Audit Log  | 1     |
| SAP Support               | SM20 - Analysis of Security Audit Log  | 1     |
| External Auditor          | SM20N - Analysis of Security Audit Log | 1     |
| Finance Reporting Officer | SM20N - Analysis of Security Audit Log | 1     |
| Financial Reporting Manag | SM20N - Analysis of Security Audit Log | 1     |
| Financial Reporting Offic | SM20N - Analysis of Security Audit Log | 1     |
| Financial Reporting Senio | SM20N - Analysis of Security Audit Log | 1     |
| Internal Auditor          | SM20N - Analysis of Security Audit Log | 1     |
| SAP Support               | SM20N - Analysis of Security Audit Log | 1     |
| External Auditor          | SM21 - Online System Log Analysis      | 1     |
| Finance Reporting Officer | SM21 - Online System Log Analysis      | 1     |
| Financial Reporting Manag | SM21 - Online System Log Analysis      | 1     |
| Financial Reporting Offic | SM21 - Online System Log Analysis      | 1     |
| Financial Reporting Senio | SM21 - Online System Log Analysis      | 1     |
| Internal Auditor          | SM21 - Online System Log Analysis      | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | SM21 - Online System Log Analysis                           | 1     |
| External Auditor          | SM30 - Call View Maintenance                                | 1     |
| Finance Reporting Officer | SM30 - Call View Maintenance                                | 1     |
| Financial Reporting Manag | SM30 - Call View Maintenance                                | 1     |
| Financial Reporting Offic | SM30 - Call View Maintenance                                | 1     |
| Financial Reporting Senio | SM30 - Call View Maintenance                                | 1     |
| Internal Auditor          | SM30 - Call View Maintenance                                | 1     |
| SAP Support               | SM30 - Call View Maintenance                                | 1     |
| External Auditor          | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| Finance Reporting Officer | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| Financial Reporting Manag | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| Financial Reporting Offic | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| Financial Reporting Senio | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| Internal Auditor          | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| SAP Support               | SM30_TVARV - Call SM30 for Table TVARV                      | 1     |
| External Auditor          | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| Finance Reporting Officer | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| Financial Reporting Manag | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| Financial Reporting Offic | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| Financial Reporting Senio | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| Internal Auditor          | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| SAP Support               | SM30_V_FAGL_T881 - Callup of SM30 for View V_FAGL_T881      | 1     |
| External Auditor          | SM30_V_FAGL_T882G - Callup of<br>SM30 for View V_FAGL_T882G | 1     |
| Finance Reporting Officer | SM30_V_FAGL_T882G - Callup of<br>SM30 for View V_FAGL_T882G | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | SM30_V_FAGL_T882G - Callup of<br>SM30 for View V_FAGL_T882G   | 1     |
| Financial Reporting Offic | SM30_V_FAGL_T882G - Callup of<br>SM30 for View V_FAGL_T882G   | 1     |
| Financial Reporting Senio | SM30_V_FAGL_T882G - Callup of<br>SM30 for View V_FAGL_T882G   | 1     |
| Internal Auditor          | SM30_V_FAGL_T882G - Callup of SM30 for View V_FAGL_T882G      | 1     |
| SAP Support               | SM30_V_FAGL_T882G - Callup of SM30 for View V_FAGL_T882G      | 1     |
| External Auditor          | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| Finance Reporting Officer | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| Financial Reporting Manag | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| Financial Reporting Offic | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| Financial Reporting Senio | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| Internal Auditor          | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| SAP Support               | SM30_V_T001A - Callup of SM30 for View V_T001A                | 1     |
| External Auditor          | SM34 - Viewcluster maintenance call                           | 1     |
| Finance Reporting Officer | SM34 - Viewcluster maintenance call                           | 1     |
| Financial Reporting Manag | SM34 - Viewcluster maintenance call                           | 1     |
| Financial Reporting Offic | SM34 - Viewcluster maintenance call                           | 1     |
| Financial Reporting Senio | SM34 - Viewcluster maintenance call                           | 1     |
| Internal Auditor          | SM34 - Viewcluster maintenance call                           | 1     |
| SAP Support               | SM34 - Viewcluster maintenance call                           | 1     |
| External Auditor          | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |
| Finance Reporting Officer | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |
| Financial Reporting Manag | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |
| Financial Reporting Offic | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |
| Financial Reporting Senio | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Internal Auditor          | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |
| SAP Support               | SM34_VC_FAGLLDGRPMAP - Call<br>SM34 for View VC_FAGL_LDGRPMAP | 1     |
| Bank & Trade Finance Mana | SM35 - Batch Input Monitoring                                 | 1     |
| Financial & Accounting Su | SM35 - Batch Input Monitoring                                 | 1     |
| Financial Control Departm | SM35 - Batch Input Monitoring                                 | 1     |
| SAP Support               | SM35 - Batch Input Monitoring                                 | 1     |
| Trade Finance Officer     | SM35 - Batch Input Monitoring                                 | 1     |
| Treasury & Bangking Manag | SM35 - Batch Input Monitoring                                 | 1     |
| Treasury Superintendent   | SM35 - Batch Input Monitoring                                 | 1     |
| SAP Support               | SM36 - Schedule Background Job                                | 1     |
| External Auditor          | SM37 - Overview of job selection                              | 1     |
| Finance Reporting Officer | SM37 - Overview of job selection                              | 1     |
| Financial Reporting Manag | SM37 - Overview of job selection                              | 1     |
| Financial Reporting Offic | SM37 - Overview of job selection                              | 1     |
| Financial Reporting Senio | SM37 - Overview of job selection                              | 1     |
| Internal Auditor          | SM37 - Overview of job selection                              | 1     |
| SAP Support               | SM37 - Overview of job selection                              | 1     |
| External Auditor          | SMEN - Session Manager Menu Tree<br>Display                   | 1     |
| Finance Reporting Officer | SMEN - Session Manager Menu Tree<br>Display                   | 1     |
| Financial Reporting Manag | SMEN - Session Manager Menu Tree<br>Display                   | 1     |
| Financial Reporting Offic | SMEN - Session Manager Menu Tree<br>Display                   | 1     |
| Financial Reporting Senio | SMEN - Session Manager Menu Tree<br>Display                   | 1     |
| Internal Auditor          | SMEN - Session Manager Menu Tree<br>Display                   | 1     |
| SAP Support               | SMEN - Session Manager Menu Tree<br>Display                   | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Accounting & Tax Officer  | SMX - Display Own Jobs        | 1     |
| Accounting Administrator  | SMX - Display Own Jobs        | 1     |
| Accounting Manager        | SMX - Display Own Jobs        | 1     |
| Accounting Officer        | SMX - Display Own Jobs        | 1     |
| Administration Staff      | SMX - Display Own Jobs        | 1     |
| AP & AR Control Superviso | SMX - Display Own Jobs        | 1     |
| Finance & Adm General Man | SMX - Display Own Jobs        | 1     |
| Finance Admin             | SMX - Display Own Jobs        | 1     |
| Finance Rep. & Analyst Ma | SMX - Display Own Jobs        | 1     |
| Finance Reporting Officer | SMX - Display Own Jobs        | 1     |
| Financial & Accounting Su | SMX - Display Own Jobs        | 1     |
| Financial Control Departm | SMX - Display Own Jobs        | 1     |
| Financial Reporting Manag | SMX - Display Own Jobs        | 1     |
| Financial Reporting Offic | SMX - Display Own Jobs        | 1     |
| Financial Reporting Senio | SMX - Display Own Jobs        | 1     |
| Financial Reporting Super | SMX - Display Own Jobs        | 1     |
| Gen. Accounting Superviso | SMX - Display Own Jobs        | 1     |
| Mgt Reporting & Budget Se | SMX - Display Own Jobs        | 1     |
| President Director        | SMX - Display Own Jobs        | 1     |
| Tax Officer               | SMX - Display Own Jobs        | 1     |
| SAP Support               | SO01 - SAPoffice: Inbox       | 1     |
| External Auditor          | SP02 - Display Spool Requests | 1     |
| Finance Reporting Officer | SP02 - Display Spool Requests | 1     |
| Financial Reporting Manag | SP02 - Display Spool Requests | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | SP02 - Display Spool Requests                 | 1     |
| Financial Reporting Senio | SP02 - Display Spool Requests                 | 1     |
| Internal Auditor          | SP02 - Display Spool Requests                 | 1     |
| SAP Support               | SP02 - Display Spool Requests                 | 1     |
| SAP Support               | SPRO - Customizing - Edit Project             | 1     |
| SAP Support               | SQ00 - SAP Query: Start queries               | 1     |
| SAP Support               | SQ01 - SAP Query: Maintain queries            | 1     |
| SAP Support               | SQ02 - SAP Query: Maintain InfoSet            | 1     |
| SAP Support               | SQ03 - SAP Query: Maintain user groups        | 1     |
| External Auditor          | SQVI - QuickViewer                            | 1     |
| Finance Reporting Officer | SQVI - QuickViewer                            | 1     |
| Financial Reporting Manag | SQVI - QuickViewer                            | 1     |
| Financial Reporting Offic | SQVI - QuickViewer                            | 1     |
| Financial Reporting Senio | SQVI - QuickViewer                            | 1     |
| Internal Auditor          | SQVI - QuickViewer                            | 1     |
| SAP Support               | SQVI - QuickViewer                            | 1     |
| SAP Support               | ST01 - System Trace                           | 1     |
| External Auditor          | ST03 - Workload and Performance<br>Statistics | 1     |
| Finance Reporting Officer | ST03 - Workload and Performance<br>Statistics | 1     |
| Financial Reporting Manag | ST03 - Workload and Performance<br>Statistics | 1     |
| Financial Reporting Offic | ST03 - Workload and Performance<br>Statistics | 1     |
| Financial Reporting Senio | ST03 - Workload and Performance<br>Statistics | 1     |
| Internal Auditor          | ST03 - Workload and Performance<br>Statistics | 1     |
| SAP Support               | ST03 - Workload and Performance<br>Statistics | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| External Auditor          | ST03N - Workload and Performance<br>Statistics | 1     |
| Finance Reporting Officer | ST03N - Workload and Performance<br>Statistics | 1     |
| Financial Reporting Manag | ST03N - Workload and Performance<br>Statistics | 1     |
| Financial Reporting Offic | ST03N - Workload and Performance Statistics    | 1     |
| Financial Reporting Senio | ST03N - Workload and Performance Statistics    | 1     |
| Internal Auditor          | ST03N - Workload and Performance<br>Statistics | 1     |
| SAP Support               | ST03N - Workload and Performance<br>Statistics | 1     |
| External Auditor          | ST22 - ABAP Dump Analysis                      | 1     |
| Finance Reporting Officer | ST22 - ABAP Dump Analysis                      | 1     |
| Financial Reporting Manag | ST22 - ABAP Dump Analysis                      | 1     |
| Financial Reporting Offic | ST22 - ABAP Dump Analysis                      | 1     |
| Financial Reporting Senio | ST22 - ABAP Dump Analysis                      | 1     |
| Internal Auditor          | ST22 - ABAP Dump Analysis                      | 1     |
| SAP Support               | ST22 - ABAP Dump Analysis                      | 1     |
| External Auditor          | STAD - Statistics display for all systems      | 1     |
| Finance Reporting Officer | STAD - Statistics display for all systems      | 1     |
| Financial Reporting Manag | STAD - Statistics display for all systems      | 1     |
| Financial Reporting Offic | STAD - Statistics display for all systems      | 1     |
| Financial Reporting Senio | STAD - Statistics display for all systems      | 1     |
| Internal Auditor          | STAD - Statistics display for all systems      | 1     |
| SAP Support               | STAD - Statistics display for all systems      | 1     |
| SAP Operation             | STMS - Transport Management System             | 1     |
| SAP Support               | STMS - Transport Management System             | 1     |
| External Auditor          | STVARV - Selection variable maint. (TVARV)     | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | STVARV - Selection variable maint. (TVARV)                | 1     |
| Financial Reporting Manag | STVARV - Selection variable maint. (TVARV)                | 1     |
| Financial Reporting Offic | STVARV - Selection variable maint. (TVARV)                | 1     |
| Financial Reporting Senio | STVARV - Selection variable maint. (TVARV)                | 1     |
| Internal Auditor          | STVARV - Selection variable maint. (TVARV)                | 1     |
| SAP Support               | STVARV - Selection variable maint. (TVARV)                | 1     |
| External Auditor          | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| Finance Reporting Officer | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| Financial Reporting Manag | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| Financial Reporting Offic | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| Financial Reporting Senio | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| Internal Auditor          | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| SAP Support               | SU_VCUSRVAR_DISP - Display View Cluster VCUSRVAR          | 1     |
| External Auditor          | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| Finance Reporting Officer | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| Financial Reporting Manag | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| Financial Reporting Offic | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| Financial Reporting Senio | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| Internal Auditor          | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| SAP Support               | SU_VCUSRVARCOM_DISP - Display<br>View Cluster VCUSRVARCOM | 1     |
| SAP Support               | SU01 - User Maintenance                                   | 1     |
| SAP Support               | SU02 - Maintain Authorization Profiles                    | 1     |
| Account Officer           | SU53 - Evaluate Authorization Check                       | 1     |
| Account Receivable Office | SU53 - Evaluate Authorization Check                       | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Accounting & Tax Officer  | SU53 - Evaluate Authorization Check | 1     |
| Accounting Administrator  | SU53 - Evaluate Authorization Check | 1     |
| Accounting Manager        | SU53 - Evaluate Authorization Check | 1     |
| Accounting Officer        | SU53 - Evaluate Authorization Check | 1     |
| Admin & Data Processing S | SU53 - Evaluate Authorization Check | 1     |
| Admin Doc. Filling        | SU53 - Evaluate Authorization Check | 1     |
| Administration Staff      | SU53 - Evaluate Authorization Check | 1     |
| AP & AR Control Superviso | SU53 - Evaluate Authorization Check | 1     |
| AP Control Manager        | SU53 - Evaluate Authorization Check | 1     |
| AP Control Superintendent | SU53 - Evaluate Authorization Check | 1     |
| AP Controller             | SU53 - Evaluate Authorization Check | 1     |
| AP Officer                | SU53 - Evaluate Authorization Check | 1     |
| AR Control Manager        | SU53 - Evaluate Authorization Check | 1     |
| AR Control Superintendent | SU53 - Evaluate Authorization Check | 1     |
| AR NON Trade Control Serv | SU53 - Evaluate Authorization Check | 1     |
| AR Officer                | SU53 - Evaluate Authorization Check | 1     |
| AR Trade Control Service  | SU53 - Evaluate Authorization Check | 1     |
| Area 1 Marketing & S. man | SU53 - Evaluate Authorization Check | 1     |
| Area 2 Marketing & S. man | SU53 - Evaluate Authorization Check | 1     |
| Area 3 Marketing & S. man | SU53 - Evaluate Authorization Check | 1     |
| Asset Officer             | SU53 - Evaluate Authorization Check | 1     |
| Bank & Trade Finance Mana | SU53 - Evaluate Authorization Check | 1     |
| Bank Rels. Officer & Cash | SU53 - Evaluate Authorization Check | 1     |
| Binungan Mine Operation A | SU53 - Evaluate Authorization Check | 1     |

| HR Position                     | Code Matrix                         | Count |
|---------------------------------|-------------------------------------|-------|
| Budget & Control Supervis       | SU53 - Evaluate Authorization Check | 1     |
| Budget Officer                  | SU53 - Evaluate Authorization Check | 1     |
| Building & General Asset        | SU53 - Evaluate Authorization Check | 1     |
| Business Analyst Manager        | SU53 - Evaluate Authorization Check | 1     |
| Cash Management Administration  | SU53 - Evaluate Authorization Check | 1     |
| Cash Management Officer         | SU53 - Evaluate Authorization Check | 1     |
| Claim & Compensation Admi       | SU53 - Evaluate Authorization Check | 1     |
| Coal Handling Inf. Dev. &       | SU53 - Evaluate Authorization Check | 1     |
| Coal Mining Dept. Head          | SU53 - Evaluate Authorization Check | 1     |
| ComDev Admin & Logistic         | SU53 - Evaluate Authorization Check | 1     |
| Commuication & Relation Officer | SU53 - Evaluate Authorization Check | 1     |
| Community Rel Admin Suppo       | SU53 - Evaluate Authorization Check | 1     |
| Comp.Benefit Admin              | SU53 - Evaluate Authorization Check | 1     |
| Comp.Benefit HR Berau Off       | SU53 - Evaluate Authorization Check | 1     |
| Comp.Benefit HR Berau Sup       | SU53 - Evaluate Authorization Check | 1     |
| Compensation & Benefits A       | SU53 - Evaluate Authorization Check | 1     |
| Contract & Doc. Control O       | SU53 - Evaluate Authorization Check | 1     |
| Contract Management Engin       | SU53 - Evaluate Authorization Check | 1     |
| Corporate Affair Manager        | SU53 - Evaluate Authorization Check | 1     |
| Corporate Affairs Officer       | SU53 - Evaluate Authorization Check | 1     |
| Corporate Communication G       | SU53 - Evaluate Authorization Check | 1     |
| Corporate Legal Manager         | SU53 - Evaluate Authorization Check | 1     |
| Corporate Legal Senior Ma       | SU53 - Evaluate Authorization Check | 1     |
| Corporate Secretary Manag       | SU53 - Evaluate Authorization Check | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Corporate Support Senior  | SU53 - Evaluate Authorization Check | 1     |
| Cost Estimator & Control  | SU53 - Evaluate Authorization Check | 1     |
| CPP & Hauling Road Superv | SU53 - Evaluate Authorization Check | 1     |
| CPP Superintendent        | SU53 - Evaluate Authorization Check | 1     |
| CPP Supervisor            | SU53 - Evaluate Authorization Check | 1     |
| Crewing Officer           | SU53 - Evaluate Authorization Check | 1     |
| Default position          | SU53 - Evaluate Authorization Check | 1     |
| Elect. P & C Engineer     | SU53 - Evaluate Authorization Check | 1     |
| Electrical Supervisor     | SU53 - Evaluate Authorization Check | 1     |
| EMS Area 1 Manager        | SU53 - Evaluate Authorization Check | 1     |
| Energy Management Serv. G | SU53 - Evaluate Authorization Check | 1     |
| Engineering Manager       | SU53 - Evaluate Authorization Check | 1     |
| Environment Manager       | SU53 - Evaluate Authorization Check | 1     |
| ER & LM Admin Officer     | SU53 - Evaluate Authorization Check | 1     |
| ER & OHSE Training Manage | SU53 - Evaluate Authorization Check | 1     |
| Executive Secretary       | SU53 - Evaluate Authorization Check | 1     |
| External Auditor          | SU53 - Evaluate Authorization Check | 1     |
| External Relation & Land  | SU53 - Evaluate Authorization Check | 1     |
| External SAP Consultant   | SU53 - Evaluate Authorization Check | 1     |
| Finacial Accounting Staff | SU53 - Evaluate Authorization Check | 1     |
| Finance & Adm General Man | SU53 - Evaluate Authorization Check | 1     |
| Finance Admin             | SU53 - Evaluate Authorization Check | 1     |
| Finance Analyst           | SU53 - Evaluate Authorization Check | 1     |
| Finance Deputy Director   | SU53 - Evaluate Authorization Check | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Finance Rep. & Analyst Ma | SU53 - Evaluate Authorization Check | 1     |
| Finance Reporting Officer | SU53 - Evaluate Authorization Check | 1     |
| Financial & Accounting Su | SU53 - Evaluate Authorization Check | 1     |
| Financial Accounting Bera | SU53 - Evaluate Authorization Check | 1     |
| Financial Accounting Jaka | SU53 - Evaluate Authorization Check | 1     |
| Financial Control Departm | SU53 - Evaluate Authorization Check | 1     |
| Financial Reporting Manag | SU53 - Evaluate Authorization Check | 1     |
| Financial Reporting Offic | SU53 - Evaluate Authorization Check | 1     |
| Financial Reporting Senio | SU53 - Evaluate Authorization Check | 1     |
| Financial Reporting Super | SU53 - Evaluate Authorization Check | 1     |
| GA Admin                  | SU53 - Evaluate Authorization Check | 1     |
| GA Officer                | SU53 - Evaluate Authorization Check | 1     |
| GA Service Supervisor     | SU53 - Evaluate Authorization Check | 1     |
| GA Staff JKT              | SU53 - Evaluate Authorization Check | 1     |
| GA Supervisor             | SU53 - Evaluate Authorization Check | 1     |
| Gen. Accounting Superviso | SU53 - Evaluate Authorization Check | 1     |
| Gen. Service & Logistic G | SU53 - Evaluate Authorization Check | 1     |
| General Affair Berau Supe | SU53 - Evaluate Authorization Check | 1     |
| General Affair Manager    | SU53 - Evaluate Authorization Check | 1     |
| Geology & Exploration Man | SU53 - Evaluate Authorization Check | 1     |
| Geology & Exploration Sup | SU53 - Evaluate Authorization Check | 1     |
| Geotechnic & Hydrology Ma | SU53 - Evaluate Authorization Check | 1     |
| H.S.E General Manager     | SU53 - Evaluate Authorization Check | 1     |
| HO Support Service Superv | SU53 - Evaluate Authorization Check | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| HO Support Superintendent | SU53 - Evaluate Authorization Check | 1     |
| HR & GA Manager - JKT     | SU53 - Evaluate Authorization Check | 1     |
| HR Development Manager    | SU53 - Evaluate Authorization Check | 1     |
| HR System Support Officer | SU53 - Evaluate Authorization Check | 1     |
| HRGA General Manager      | SU53 - Evaluate Authorization Check | 1     |
| HSE General Admin         | SU53 - Evaluate Authorization Check | 1     |
| Industrial Relation Coord | SU53 - Evaluate Authorization Check | 1     |
| Industrial Relation Offic | SU53 - Evaluate Authorization Check | 1     |
| Infrastructure Dev. Plan  | SU53 - Evaluate Authorization Check | 1     |
| Internal Audit            | SU53 - Evaluate Authorization Check | 1     |
| Internal Audit Manager    | SU53 - Evaluate Authorization Check | 1     |
| Internal Auditor          | SU53 - Evaluate Authorization Check | 1     |
| IR & Welfare Superintende | SU53 - Evaluate Authorization Check | 1     |
| IT & MIS General Manager  | SU53 - Evaluate Authorization Check | 1     |
| IT Manager                | SU53 - Evaluate Authorization Check | 1     |
| Land Acquisition & Manage | SU53 - Evaluate Authorization Check | 1     |
| Lati Mine Opertaion Manag | SU53 - Evaluate Authorization Check | 1     |
| Lati Port Supervisor      | SU53 - Evaluate Authorization Check | 1     |
| Legal & Compliance Admin  | SU53 - Evaluate Authorization Check | 1     |
| Legal Officer             | SU53 - Evaluate Authorization Check | 1     |
| LMO Admin Planner         | SU53 - Evaluate Authorization Check | 1     |
| Logistic GL               | SU53 - Evaluate Authorization Check | 1     |
| Logistic GL Parts         | SU53 - Evaluate Authorization Check | 1     |
| Logistic Manager          | SU53 - Evaluate Authorization Check | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Logistic Officer          | SU53 - Evaluate Authorization Check | 1     |
| Logistic Section Head     | SU53 - Evaluate Authorization Check | 1     |
| Logistic Supervisor       | SU53 - Evaluate Authorization Check | 1     |
| Managerial Reporting Supe | SU53 - Evaluate Authorization Check | 1     |
| Marine Support Officer    | SU53 - Evaluate Authorization Check | 1     |
| Marketing & Transp. Admin | SU53 - Evaluate Authorization Check | 1     |
| Marketing & transp. Direc | SU53 - Evaluate Authorization Check | 1     |
| Marketing & transp.Deputy | SU53 - Evaluate Authorization Check | 1     |
| Marketing Support Officer | SU53 - Evaluate Authorization Check | 1     |
| Mech & Elect Superintende | SU53 - Evaluate Authorization Check | 1     |
| Mech. P & C Engineer      | SU53 - Evaluate Authorization Check | 1     |
| Mechanical Supervisor     | SU53 - Evaluate Authorization Check | 1     |
| MGM_REP                   | SU53 - Evaluate Authorization Check | 1     |
| Mgt Reporting & Budget Se | SU53 - Evaluate Authorization Check | 1     |
| Mine Closure Manager      | SU53 - Evaluate Authorization Check | 1     |
| Mine Contract Management  | SU53 - Evaluate Authorization Check | 1     |
| Mine Contract Mgmt & T.S  | SU53 - Evaluate Authorization Check | 1     |
| Mine Dev & Geology Genera | SU53 - Evaluate Authorization Check | 1     |
| Mine Plan & Control Manag | SU53 - Evaluate Authorization Check | 1     |
| Mine Superintendent       | SU53 - Evaluate Authorization Check | 1     |
| Mining General Manager    | SU53 - Evaluate Authorization Check | 1     |
| MIS Manager               | SU53 - Evaluate Authorization Check | 1     |
| O.H.S. Manager            | SU53 - Evaluate Authorization Check | 1     |
| Operation Deputy Director | SU53 - Evaluate Authorization Check | 1     |

| HR Position                     | Code Matrix                         | Count |
|---------------------------------|-------------------------------------|-------|
| Operation Director              | SU53 - Evaluate Authorization Check | 1     |
| Operation Support Service       | SU53 - Evaluate Authorization Check | 1     |
| P&C Superintendent              | SU53 - Evaluate Authorization Check | 1     |
| P. Quality & D. Control M       | SU53 - Evaluate Authorization Check | 1     |
| Payment & Bank Reconsile        | SU53 - Evaluate Authorization Check | 1     |
| Payroll Admin                   | SU53 - Evaluate Authorization Check | 1     |
| Payroll Officer                 | SU53 - Evaluate Authorization Check | 1     |
| Planner Hauling BMO Plant       | SU53 - Evaluate Authorization Check | 1     |
| Planning & Design Eng.          | SU53 - Evaluate Authorization Check | 1     |
| Plant Administration Staff      | SU53 - Evaluate Authorization Check | 1     |
| Plant Maintenance Officer       | SU53 - Evaluate Authorization Check | 1     |
| Port & Barging Opt. Manag       | SU53 - Evaluate Authorization Check | 1     |
| Port Engineer                   | SU53 - Evaluate Authorization Check | 1     |
| PQDC Officer                    | SU53 - Evaluate Authorization Check | 1     |
| Prapatan Port Supervisor        | SU53 - Evaluate Authorization Check | 1     |
| President Director              | SU53 - Evaluate Authorization Check | 1     |
| Procurement Officer             | SU53 - Evaluate Authorization Check | 1     |
| Procurement Staff               | SU53 - Evaluate Authorization Check | 1     |
| Production Administration       | SU53 - Evaluate Authorization Check | 1     |
| Production Administration Staff | SU53 - Evaluate Authorization Check | 1     |
| Project Administration          | SU53 - Evaluate Authorization Check | 1     |
| Project Officer                 | SU53 - Evaluate Authorization Check | 1     |
| Purchasing Adm. Officer         | SU53 - Evaluate Authorization Check | 1     |
| Purchasing Manager              | SU53 - Evaluate Authorization Check | 1     |

| HR Position                   | Code Matrix                         | Count |
|-------------------------------|-------------------------------------|-------|
| Purchasing Officer            | SU53 - Evaluate Authorization Check | 1     |
| QHSE System Compliance Ma     | SU53 - Evaluate Authorization Check | 1     |
| Recruit & Assessment Offi     | SU53 - Evaluate Authorization Check | 1     |
| Recruitment Officer           | SU53 - Evaluate Authorization Check | 1     |
| Rental Department Head        | SU53 - Evaluate Authorization Check | 1     |
| Risk Mgt. Compl. & Policy     | SU53 - Evaluate Authorization Check | 1     |
| Sambarata Mine Operation      | SU53 - Evaluate Authorization Check | 1     |
| Sambarata Port Supervisor     | SU53 - Evaluate Authorization Check | 1     |
| SAP Support                   | SU53 - Evaluate Authorization Check | 1     |
| Secretary Officer             | SU53 - Evaluate Authorization Check | 1     |
| Security Manager              | SU53 - Evaluate Authorization Check | 1     |
| Senior Instruktur             | SU53 - Evaluate Authorization Check | 1     |
| Shared Service Unit Gener     | SU53 - Evaluate Authorization Check | 1     |
| SHE Section Head              | SU53 - Evaluate Authorization Check | 1     |
| Shipment Admin Officer        | SU53 - Evaluate Authorization Check | 1     |
| Shipping Admin                | SU53 - Evaluate Authorization Check | 1     |
| Shipping Admin Officer        | SU53 - Evaluate Authorization Check | 1     |
| Shipping Administration Staff | SU53 - Evaluate Authorization Check | 1     |
| Shipping Legal                | SU53 - Evaluate Authorization Check | 1     |
| Shipping Manager              | SU53 - Evaluate Authorization Check | 1     |
| Suaran Port Supervisor        | SU53 - Evaluate Authorization Check | 1     |
| Support Administrator Off     | SU53 - Evaluate Authorization Check | 1     |
| Supporting Infr. Dev. Sup     | SU53 - Evaluate Authorization Check | 1     |
| Tax Manager                   | SU53 - Evaluate Authorization Check | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Tax Officer               | SU53 - Evaluate Authorization Check | 1     |
| Technical Service Manager | SU53 - Evaluate Authorization Check | 1     |
| Tender Officer            | SU53 - Evaluate Authorization Check | 1     |
| Ticketing                 | SU53 - Evaluate Authorization Check | 1     |
| Trade Finance Admin.      | SU53 - Evaluate Authorization Check | 1     |
| Trade Finance Officer     | SU53 - Evaluate Authorization Check | 1     |
| Traffic & Admin Superinte | SU53 - Evaluate Authorization Check | 1     |
| Transhipment Supervisor   | SU53 - Evaluate Authorization Check | 1     |
| Transp. & Sales Adm. Gene | SU53 - Evaluate Authorization Check | 1     |
| Transport & Shipment Mana | SU53 - Evaluate Authorization Check | 1     |
| Transport Analyst         | SU53 - Evaluate Authorization Check | 1     |
| Travelling & Claim Admin  | SU53 - Evaluate Authorization Check | 1     |
| Treasury & Bangking Manag | SU53 - Evaluate Authorization Check | 1     |
| Treasury Administration   | SU53 - Evaluate Authorization Check | 1     |
| Treasury General Manager  | SU53 - Evaluate Authorization Check | 1     |
| Treasury Settlement Offic | SU53 - Evaluate Authorization Check | 1     |
| Treasury Superintendent   | SU53 - Evaluate Authorization Check | 1     |
| Warehouse Crew            | SU53 - Evaluate Authorization Check | 1     |
| Welfare Admin Supervisor  | SU53 - Evaluate Authorization Check | 1     |
| External Auditor          | SUIM - User Information System      | 1     |
| Finance Reporting Officer | SUIM - User Information System      | 1     |
| Financial Reporting Manag | SUIM - User Information System      | 1     |
| Financial Reporting Offic | SUIM - User Information System      | 1     |
| Financial Reporting Senio | SUIM - User Information System      | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Internal Auditor          | SUIM - User Information System           | 1     |
| SAP Support               | SUIM - User Information System           | 1     |
| SAP Support               | SUPC - Role Profiles                     | 1     |
| SAP Support               | SWIA - WI Administration Report          | 1     |
| SAP Support               | SWU_OBUF - Runtime Buffer PD Org         | 1     |
| SAP Support               | SWU3 - Automatic Workflow<br>Customizing | 1     |
| SAP Support               | SWUS - Test Workflow                     | 1     |
| Accounting Officer        | T_LD - Execute pricing report            | 1     |
| Budget & Control Supervis | T_LD - Execute pricing report            | 1     |
| Budget Officer            | T_LD - Execute pricing report            | 1     |
| Finance & Adm General Man | T_LD - Execute pricing report            | 1     |
| Finance Admin             | T_LD - Execute pricing report            | 1     |
| Finance Reporting Officer | T_LD - Execute pricing report            | 1     |
| Financial & Accounting Su | T_LD - Execute pricing report            | 1     |
| Financial Control Departm | T_LD - Execute pricing report            | 1     |
| Financial Reporting Manag | T_LD - Execute pricing report            | 1     |
| Financial Reporting Offic | T_LD - Execute pricing report            | 1     |
| Financial Reporting Super | T_LD - Execute pricing report            | 1     |
| Managerial Reporting Supe | T_LD - Execute pricing report            | 1     |
| Marine Support Officer    | T_LD - Execute pricing report            | 1     |
| MGM_REP                   | T_LD - Execute pricing report            | 1     |
| Mgt Reporting & Budget Se | T_LD - Execute pricing report            | 1     |
| Port Engineer             | T_LD - Execute pricing report            | 1     |
| PQDC Officer              | T_LD - Execute pricing report            | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| SAP Support               | T_LD - Execute pricing report | 1     |
| Shipment Admin Officer    | T_LD - Execute pricing report | 1     |
| Shipping Admin Officer    | T_LD - Execute pricing report | 1     |
| Transhipment Supervisor   | T_LD - Execute pricing report | 1     |
| Transport & Shipment Mana | T_LD - Execute pricing report | 1     |
| Transport Analyst         | T_LD - Execute pricing report | 1     |
| External Auditor          | TAANA - Table Analysis        | 1     |
| Finance Reporting Officer | TAANA - Table Analysis        | 1     |
| Financial Reporting Manag | TAANA - Table Analysis        | 1     |
| Financial Reporting Offic | TAANA - Table Analysis        | 1     |
| Financial Reporting Senio | TAANA - Table Analysis        | 1     |
| Internal Auditor          | TAANA - Table Analysis        | 1     |
| SAP Support               | TAANA - Table Analysis        | 1     |
| Accounting Officer        | TBB1 - Execute postings       | 1     |
| Bank & Trade Finance Mana | TBB1 - Execute postings       | 1     |
| Bank Rels. Officer & Cash | TBB1 - Execute postings       | 1     |
| Cash Management Officer   | TBB1 - Execute postings       | 1     |
| Finance & Adm General Man | TBB1 - Execute postings       | 1     |
| Finance Admin             | TBB1 - Execute postings       | 1     |
| Financial & Accounting Su | TBB1 - Execute postings       | 1     |
| Financial Control Departm | TBB1 - Execute postings       | 1     |
| Trade Finance Admin.      | TBB1 - Execute postings       | 1     |
| Trade Finance Officer     | TBB1 - Execute postings       | 1     |
| Treasury & Bangking Manag | TBB1 - Execute postings       | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Treasury General Manager  | TBB1 - Execute postings                     | 1     |
| Treasury Settlement Offic | TBB1 - Execute postings                     | 1     |
| Treasury Superintendent   | TBB1 - Execute postings                     | 1     |
| Accounting Officer        | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Bank & Trade Finance Mana | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Bank Rels. Officer & Cash | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Cash Management Officer   | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Finance & Adm General Man | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Finance Admin             | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Financial & Accounting Su | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Financial Control Departm | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Trade Finance Admin.      | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Trade Finance Officer     | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Treasury & Bangking Manag | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Treasury General Manager  | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Treasury Settlement Offic | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Treasury Superintendent   | TBM4 - Treasury: Master Agreement Changes   | 1     |
| Accounting Officer        | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Bank & Trade Finance Mana | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Bank Rels. Officer & Cash | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Cash Management Officer   | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Finance & Adm General Man | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Finance Admin             | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Financial & Accounting Su | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Control Departm | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Trade Finance Admin.      | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Trade Finance Officer     | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Treasury & Bangking Manag | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Treasury General Manager  | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Treasury Settlement Offic | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Treasury Superintendent   | TBM6 - Treasury: Vol. Check for Master Agr. | 1     |
| Accounting Officer        | TI10 - Create Interest Rate Adjustment      | 1     |
| Bank & Trade Finance Mana | TI10 - Create Interest Rate Adjustment      | 1     |
| Bank Rels. Officer & Cash | TI10 - Create Interest Rate Adjustment      | 1     |
| Cash Management Officer   | TI10 - Create Interest Rate Adjustment      | 1     |
| Finance & Adm General Man | TI10 - Create Interest Rate Adjustment      | 1     |
| Finance Admin             | TI10 - Create Interest Rate Adjustment      | 1     |
| Financial & Accounting Su | TI10 - Create Interest Rate Adjustment      | 1     |
| Financial Control Departm | TI10 - Create Interest Rate Adjustment      | 1     |
| Trade Finance Admin.      | TI10 - Create Interest Rate Adjustment      | 1     |
| Trade Finance Officer     | TI10 - Create Interest Rate Adjustment      | 1     |
| Treasury & Bangking Manag | TI10 - Create Interest Rate Adjustment      | 1     |
| Treasury General Manager  | TI10 - Create Interest Rate Adjustment      | 1     |
| Treasury Settlement Offic | TI10 - Create Interest Rate Adjustment      | 1     |
| Treasury Superintendent   | TI10 - Create Interest Rate Adjustment      | 1     |
| Bank & Trade Finance Mana | TI11 - Change Interest Rate Adjustment      | 1     |
| Finance & Adm General Man | TI11 - Change Interest Rate Adjustment      | 1     |
| Financial & Accounting Su | TI11 - Change Interest Rate Adjustment      | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Control Departm | TI11 - Change Interest Rate Adjustment  | 1     |
| Trade Finance Officer     | TI11 - Change Interest Rate Adjustment  | 1     |
| Treasury & Bangking Manag | TI11 - Change Interest Rate Adjustment  | 1     |
| Treasury General Manager  | TI11 - Change Interest Rate Adjustment  | 1     |
| Treasury Superintendent   | TI11 - Change Interest Rate Adjustment  | 1     |
| Accounting Officer        | TI12 - Display Interest Rate Adjustment | 1     |
| Bank & Trade Finance Mana | TI12 - Display Interest Rate Adjustment | 1     |
| Bank Rels. Officer & Cash | TI12 - Display Interest Rate Adjustment | 1     |
| Cash Management Officer   | TI12 - Display Interest Rate Adjustment | 1     |
| Finance & Adm General Man | TI12 - Display Interest Rate Adjustment | 1     |
| Finance Admin             | TI12 - Display Interest Rate Adjustment | 1     |
| Financial & Accounting Su | TI12 - Display Interest Rate Adjustment | 1     |
| Financial Control Departm | TI12 - Display Interest Rate Adjustment | 1     |
| Trade Finance Admin.      | TI12 - Display Interest Rate Adjustment | 1     |
| Trade Finance Officer     | TI12 - Display Interest Rate Adjustment | 1     |
| Treasury & Bangking Manag | TI12 - Display Interest Rate Adjustment | 1     |
| Treasury General Manager  | TI12 - Display Interest Rate Adjustment | 1     |
| Treasury Settlement Offic | TI12 - Display Interest Rate Adjustment | 1     |
| Treasury Superintendent   | TI12 - Display Interest Rate Adjustment | 1     |
| Bank & Trade Finance Mana | TI37 - Reverse Interest Rate Adjustment | 1     |
| Finance & Adm General Man | Tl37 - Reverse Interest Rate Adjustment | 1     |
| Financial & Accounting Su | Tl37 - Reverse Interest Rate Adjustment | 1     |
| Financial Control Departm | Tl37 - Reverse Interest Rate Adjustment | 1     |
| Trade Finance Officer     | TI37 - Reverse Interest Rate Adjustment | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Treasury & Bangking Manag | TI37 - Reverse Interest Rate Adjustment      | 1     |
| Treasury General Manager  | Tl37 - Reverse Interest Rate Adjustment      | 1     |
| Treasury Superintendent   | Tl37 - Reverse Interest Rate Adjustment      | 1     |
| Bank & Trade Finance Mana | TJ01 - Journal of transactions               | 1     |
| Finance & Adm General Man | TJ01 - Journal of transactions               | 1     |
| Financial & Accounting Su | TJ01 - Journal of transactions               | 1     |
| Financial Control Departm | TJ01 - Journal of transactions               | 1     |
| Trade Finance Officer     | TJ01 - Journal of transactions               | 1     |
| Treasury & Bangking Manag | TJ01 - Journal of transactions               | 1     |
| Treasury General Manager  | TJ01 - Journal of transactions               | 1     |
| Treasury Superintendent   | TJ01 - Journal of transactions               | 1     |
| Accounting Officer        | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Bank & Trade Finance Mana | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Bank Rels. Officer & Cash | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Cash Management Officer   | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Finance & Adm General Man | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Finance Admin             | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Financial & Accounting Su | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Financial Control Departm | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Trade Finance Admin.      | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Trade Finance Officer     | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Treasury & Bangking Manag | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Treasury General Manager  | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |
| Treasury Settlement Offic | TJ05 - Automatic Interest Rate<br>Adjustment | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Treasury Superintendent   | TJ05 - Automatic Interest Rate<br>Adjustment      | 1     |
| Bank & Trade Finance Mana | TJ05_REV - Reverse Automatic Int.<br>Rate Adjust. | 1     |
| Finance & Adm General Man | TJ05_REV - Reverse Automatic Int.<br>Rate Adjust. | 1     |
| Financial & Accounting Su | TJ05_REV - Reverse Automatic Int.<br>Rate Adjust. | 1     |
| Financial Control Departm | TJ05_REV - Reverse Automatic Int. Rate Adjust.    | 1     |
| Trade Finance Officer     | TJ05_REV - Reverse Automatic Int.<br>Rate Adjust. | 1     |
| Treasury & Bangking Manag | TJ05_REV - Reverse Automatic Int. Rate Adjust.    | 1     |
| Treasury General Manager  | TJ05_REV - Reverse Automatic Int.<br>Rate Adjust. | 1     |
| Treasury Superintendent   | TJ05_REV - Reverse Automatic Int.<br>Rate Adjust. | 1     |
| Bank & Trade Finance Mana | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Finance & Adm General Man | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Financial & Accounting Su | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Financial Control Departm | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Trade Finance Officer     | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Treasury & Bangking Manag | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Treasury General Manager  | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Treasury Superintendent   | TJ12 - Journal: Transactions w. Cash Flows        | 1     |
| Shipment Admin Officer    | TK11 - Create condition (shipment costs)          | 1     |
| Transport Analyst         | TK11 - Create condition (shipment costs)          | 1     |
| Shipment Admin Officer    | TK12 - Change condition (shipment costs)          | 1     |
| Transport Analyst         | TK12 - Change condition (shipment costs)          | 1     |
| Marine Support Officer    | TK13 - Display condition (shipment costs)         | 1     |
| Port Engineer             | TK13 - Display condition (shipment costs)         | 1     |
| PQDC Officer              | TK13 - Display condition (shipment costs)         | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| SAP Support               | TK13 - Display condition (shipment costs) | 1     |
| Shipment Admin Officer    | TK13 - Display condition (shipment costs) | 1     |
| Shipping Admin Officer    | TK13 - Display condition (shipment costs) | 1     |
| Transhipment Supervisor   | TK13 - Display condition (shipment costs) | 1     |
| Transport & Shipment Mana | TK13 - Display condition (shipment costs) | 1     |
| Transport Analyst         | TK13 - Display condition (shipment costs) | 1     |
| Shipment Admin Officer    | TK14 - Create condition with ref.         | 1     |
| Transport Analyst         | TK14 - Create condition with ref.         | 1     |
| Accounting Officer        | TM_51 - Create Interest Rate Instrument   | 1     |
| Bank & Trade Finance Mana | TM_51 - Create Interest Rate Instrument   | 1     |
| Bank Rels. Officer & Cash | TM_51 - Create Interest Rate Instrument   | 1     |
| Cash Management Officer   | TM_51 - Create Interest Rate Instrument   | 1     |
| Finance & Adm General Man | TM_51 - Create Interest Rate Instrument   | 1     |
| Finance Admin             | TM_51 - Create Interest Rate Instrument   | 1     |
| Financial & Accounting Su | TM_51 - Create Interest Rate Instrument   | 1     |
| Financial Control Departm | TM_51 - Create Interest Rate Instrument   | 1     |
| Trade Finance Admin.      | TM_51 - Create Interest Rate Instrument   | 1     |
| Trade Finance Officer     | TM_51 - Create Interest Rate Instrument   | 1     |
| Treasury & Bangking Manag | TM_51 - Create Interest Rate Instrument   | 1     |
| Treasury General Manager  | TM_51 - Create Interest Rate Instrument   | 1     |
| Treasury Settlement Offic | TM_51 - Create Interest Rate Instrument   | 1     |
| Treasury Superintendent   | TM_51 - Create Interest Rate Instrument   | 1     |
| Accounting Officer        | TM_52 - Change Interest Rate Instrument   | 1     |
| Bank & Trade Finance Mana | TM_52 - Change Interest Rate Instrument   | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Bank Rels. Officer & Cash | TM_52 - Change Interest Rate Instrument  | 1     |
| Cash Management Officer   | TM_52 - Change Interest Rate Instrument  | 1     |
| Finance & Adm General Man | TM_52 - Change Interest Rate Instrument  | 1     |
| Finance Admin             | TM_52 - Change Interest Rate Instrument  | 1     |
| Financial & Accounting Su | TM_52 - Change Interest Rate Instrument  | 1     |
| Financial Control Departm | TM_52 - Change Interest Rate Instrument  | 1     |
| Trade Finance Admin.      | TM_52 - Change Interest Rate Instrument  | 1     |
| Trade Finance Officer     | TM_52 - Change Interest Rate Instrument  | 1     |
| Treasury & Bangking Manag | TM_52 - Change Interest Rate Instrument  | 1     |
| Treasury General Manager  | TM_52 - Change Interest Rate Instrument  | 1     |
| Treasury Settlement Offic | TM_52 - Change Interest Rate Instrument  | 1     |
| Treasury Superintendent   | TM_52 - Change Interest Rate Instrument  | 1     |
| Accounting Officer        | TM_53 - Display Interest Rate Instrument | 1     |
| Bank & Trade Finance Mana | TM_53 - Display Interest Rate Instrument | 1     |
| Bank Rels. Officer & Cash | TM_53 - Display Interest Rate Instrument | 1     |
| Cash Management Officer   | TM_53 - Display Interest Rate Instrument | 1     |
| Finance & Adm General Man | TM_53 - Display Interest Rate Instrument | 1     |
| Finance Admin             | TM_53 - Display Interest Rate Instrument | 1     |
| Financial & Accounting Su | TM_53 - Display Interest Rate Instrument | 1     |
| Financial Control Departm | TM_53 - Display Interest Rate Instrument | 1     |
| Trade Finance Admin.      | TM_53 - Display Interest Rate Instrument | 1     |
| Trade Finance Officer     | TM_53 - Display Interest Rate Instrument | 1     |
| Treasury & Bangking Manag | TM_53 - Display Interest Rate Instrument | 1     |
| Treasury General Manager  | TM_53 - Display Interest Rate Instrument | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Treasury Settlement Offic | TM_53 - Display Interest Rate Instrument | 1     |
| Treasury Superintendent   | TM_53 - Display Interest Rate Instrument | 1     |
| Accounting Officer        | TM_54 - Settle Interest Rate Instrument  | 1     |
| Bank & Trade Finance Mana | TM_54 - Settle Interest Rate Instrument  | 1     |
| Bank Rels. Officer & Cash | TM_54 - Settle Interest Rate Instrument  | 1     |
| Cash Management Officer   | TM_54 - Settle Interest Rate Instrument  | 1     |
| Finance & Adm General Man | TM_54 - Settle Interest Rate Instrument  | 1     |
| Finance Admin             | TM_54 - Settle Interest Rate Instrument  | 1     |
| Financial & Accounting Su | TM_54 - Settle Interest Rate Instrument  | 1     |
| Financial Control Departm | TM_54 - Settle Interest Rate Instrument  | 1     |
| Trade Finance Admin.      | TM_54 - Settle Interest Rate Instrument  | 1     |
| Trade Finance Officer     | TM_54 - Settle Interest Rate Instrument  | 1     |
| Treasury & Bangking Manag | TM_54 - Settle Interest Rate Instrument  | 1     |
| Treasury General Manager  | TM_54 - Settle Interest Rate Instrument  | 1     |
| Treasury Settlement Offic | TM_54 - Settle Interest Rate Instrument  | 1     |
| Treasury Superintendent   | TM_54 - Settle Interest Rate Instrument  | 1     |
| Accounting Officer        | TM_55 - Reverse Interest Rate Instrument | 1     |
| Bank & Trade Finance Mana | TM_55 - Reverse Interest Rate Instrument | 1     |
| Bank Rels. Officer & Cash | TM_55 - Reverse Interest Rate Instrument | 1     |
| Cash Management Officer   | TM_55 - Reverse Interest Rate Instrument | 1     |
| Finance & Adm General Man | TM_55 - Reverse Interest Rate Instrument | 1     |
| Finance Admin             | TM_55 - Reverse Interest Rate Instrument | 1     |
| Financial & Accounting Su | TM_55 - Reverse Interest Rate Instrument | 1     |
| Financial Control Departm | TM_55 - Reverse Interest Rate Instrument | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Trade Finance Admin.      | TM_55 - Reverse Interest Rate Instrument    | 1     |
| Trade Finance Officer     | TM_55 - Reverse Interest Rate Instrument    | 1     |
| Treasury & Bangking Manag | TM_55 - Reverse Interest Rate Instrument    | 1     |
| Treasury General Manager  | TM_55 - Reverse Interest Rate Instrument    | 1     |
| Treasury Settlement Offic | TM_55 - Reverse Interest Rate Instrument    | 1     |
| Treasury Superintendent   | TM_55 - Reverse Interest Rate Instrument    | 1     |
| Accounting Officer        | TM_59 - History of Interest Rate Instrument | 1     |
| Bank & Trade Finance Mana | TM_59 - History of Interest Rate Instrument | 1     |
| Bank Rels. Officer & Cash | TM_59 - History of Interest Rate Instrument | 1     |
| Cash Management Officer   | TM_59 - History of Interest Rate Instrument | 1     |
| Finance & Adm General Man | TM_59 - History of Interest Rate Instrument | 1     |
| Finance Admin             | TM_59 - History of Interest Rate Instrument | 1     |
| Financial & Accounting Su | TM_59 - History of Interest Rate Instrument | 1     |
| Financial Control Departm | TM_59 - History of Interest Rate Instrument | 1     |
| Trade Finance Admin.      | TM_59 - History of Interest Rate Instrument | 1     |
| Trade Finance Officer     | TM_59 - History of Interest Rate Instrument | 1     |
| Treasury & Bangking Manag | TM_59 - History of Interest Rate Instrument | 1     |
| Treasury General Manager  | TM_59 - History of Interest Rate Instrument | 1     |
| Treasury Settlement Offic | TM_59 - History of Interest Rate Instrument | 1     |
| Treasury Superintendent   | TM_59 - History of Interest Rate Instrument | 1     |
| Accounting Officer        | TM_60 - Line of Credit and Utilization      | 1     |
| Bank & Trade Finance Mana | TM_60 - Line of Credit and Utilization      | 1     |
| Bank Rels. Officer & Cash | TM_60 - Line of Credit and Utilization      | 1     |
| Cash Management Officer   | TM_60 - Line of Credit and Utilization      | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | TM_60 - Line of Credit and Utilization   | 1     |
| Finance Admin             | TM_60 - Line of Credit and Utilization   | 1     |
| Financial & Accounting Su | TM_60 - Line of Credit and Utilization   | 1     |
| Financial Control Departm | TM_60 - Line of Credit and Utilization   | 1     |
| Trade Finance Admin.      | TM_60 - Line of Credit and Utilization   | 1     |
| Trade Finance Officer     | TM_60 - Line of Credit and Utilization   | 1     |
| Treasury & Bangking Manag | TM_60 - Line of Credit and Utilization   | 1     |
| Treasury General Manager  | TM_60 - Line of Credit and Utilization   | 1     |
| Treasury Settlement Offic | TM_60 - Line of Credit and Utilization   | 1     |
| Treasury Superintendent   | TM_60 - Line of Credit and Utilization   | 1     |
| Accounting Officer        | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Bank & Trade Finance Mana | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Bank Rels. Officer & Cash | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Cash Management Officer   | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Finance & Adm General Man | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Finance Admin             | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Financial & Accounting Su | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Financial Control Departm | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Trade Finance Admin.      | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Trade Finance Officer     | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Treasury & Bangking Manag | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Treasury General Manager  | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Treasury Settlement Offic | TM_60A - Lines of Credit, Drawings, Fees | 1     |
| Treasury Superintendent   | TM_60A - Lines of Credit, Drawings, Fees | 1     |

| HR Position               | Code Matrix             | Count |
|---------------------------|-------------------------|-------|
| Accounting Officer        | TM_61 - Create Facility | 1     |
| Bank & Trade Finance Mana | TM_61 - Create Facility | 1     |
| Bank Rels. Officer & Cash | TM_61 - Create Facility | 1     |
| Cash Management Officer   | TM_61 - Create Facility | 1     |
| Finance & Adm General Man | TM_61 - Create Facility | 1     |
| Finance Admin             | TM_61 - Create Facility | 1     |
| Financial & Accounting Su | TM_61 - Create Facility | 1     |
| Financial Control Departm | TM_61 - Create Facility | 1     |
| Trade Finance Admin.      | TM_61 - Create Facility | 1     |
| Trade Finance Officer     | TM_61 - Create Facility | 1     |
| Treasury & Bangking Manag | TM_61 - Create Facility | 1     |
| Treasury General Manager  | TM_61 - Create Facility | 1     |
| Treasury Settlement Offic | TM_61 - Create Facility | 1     |
| Treasury Superintendent   | TM_61 - Create Facility | 1     |
| Accounting Officer        | TM_62 - Change Facility | 1     |
| Bank & Trade Finance Mana | TM_62 - Change Facility | 1     |
| Bank Rels. Officer & Cash | TM_62 - Change Facility | 1     |
| Cash Management Officer   | TM_62 - Change Facility | 1     |
| Finance & Adm General Man | TM_62 - Change Facility | 1     |
| Finance Admin             | TM_62 - Change Facility | 1     |
| Financial & Accounting Su | TM_62 - Change Facility | 1     |
| Financial Control Departm | TM_62 - Change Facility | 1     |
| Trade Finance Admin.      | TM_62 - Change Facility | 1     |
| Trade Finance Officer     | TM_62 - Change Facility | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Treasury & Bangking Manag | TM_62 - Change Facility  | 1     |
| Treasury General Manager  | TM_62 - Change Facility  | 1     |
| Treasury Settlement Offic | TM_62 - Change Facility  | 1     |
| Treasury Superintendent   | TM_62 - Change Facility  | 1     |
| Accounting Officer        | TM_63 - Display Facility | 1     |
| Bank & Trade Finance Mana | TM_63 - Display Facility | 1     |
| Bank Rels. Officer & Cash | TM_63 - Display Facility | 1     |
| Cash Management Officer   | TM_63 - Display Facility | 1     |
| Finance & Adm General Man | TM_63 - Display Facility | 1     |
| Finance Admin             | TM_63 - Display Facility | 1     |
| Financial & Accounting Su | TM_63 - Display Facility | 1     |
| Financial Control Departm | TM_63 - Display Facility | 1     |
| Trade Finance Admin.      | TM_63 - Display Facility | 1     |
| Trade Finance Officer     | TM_63 - Display Facility | 1     |
| Treasury & Bangking Manag | TM_63 - Display Facility | 1     |
| Treasury General Manager  | TM_63 - Display Facility | 1     |
| Treasury Settlement Offic | TM_63 - Display Facility | 1     |
| Treasury Superintendent   | TM_63 - Display Facility | 1     |
| Accounting Officer        | TM_64 - Settle Facility  | 1     |
| Bank & Trade Finance Mana | TM_64 - Settle Facility  | 1     |
| Bank Rels. Officer & Cash | TM_64 - Settle Facility  | 1     |
| Cash Management Officer   | TM_64 - Settle Facility  | 1     |
| Finance & Adm General Man | TM_64 - Settle Facility  | 1     |
| Finance Admin             | TM_64 - Settle Facility  | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Financial & Accounting Su | TM_64 - Settle Facility     | 1     |
| Financial Control Departm | TM_64 - Settle Facility     | 1     |
| Trade Finance Admin.      | TM_64 - Settle Facility     | 1     |
| Trade Finance Officer     | TM_64 - Settle Facility     | 1     |
| Treasury & Bangking Manag | TM_64 - Settle Facility     | 1     |
| Treasury General Manager  | TM_64 - Settle Facility     | 1     |
| Treasury Settlement Offic | TM_64 - Settle Facility     | 1     |
| Treasury Superintendent   | TM_64 - Settle Facility     | 1     |
| Accounting Officer        | TM_65 - Reverse Facility    | 1     |
| Bank & Trade Finance Mana | TM_65 - Reverse Facility    | 1     |
| Bank Rels. Officer & Cash | TM_65 - Reverse Facility    | 1     |
| Cash Management Officer   | TM_65 - Reverse Facility    | 1     |
| Finance & Adm General Man | TM_65 - Reverse Facility    | 1     |
| Finance Admin             | TM_65 - Reverse Facility    | 1     |
| Financial & Accounting Su | TM_65 - Reverse Facility    | 1     |
| Financial Control Departm | TM_65 - Reverse Facility    | 1     |
| Trade Finance Admin.      | TM_65 - Reverse Facility    | 1     |
| Trade Finance Officer     | TM_65 - Reverse Facility    | 1     |
| Treasury & Bangking Manag | TM_65 - Reverse Facility    | 1     |
| Treasury General Manager  | TM_65 - Reverse Facility    | 1     |
| Treasury Settlement Offic | TM_65 - Reverse Facility    | 1     |
| Treasury Superintendent   | TM_65 - Reverse Facility    | 1     |
| Accounting Officer        | TM_69 - History of Facility | 1     |
| Bank & Trade Finance Mana | TM_69 - History of Facility | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Bank Rels. Officer & Cash | TM_69 - History of Facility                | 1     |
| Cash Management Officer   | TM_69 - History of Facility                | 1     |
| Finance & Adm General Man | TM_69 - History of Facility                | 1     |
| Finance Admin             | TM_69 - History of Facility                | 1     |
| Financial & Accounting Su | TM_69 - History of Facility                | 1     |
| Financial Control Departm | TM_69 - History of Facility                | 1     |
| Trade Finance Admin.      | TM_69 - History of Facility                | 1     |
| Trade Finance Officer     | TM_69 - History of Facility                | 1     |
| Treasury & Bangking Manag | TM_69 - History of Facility                | 1     |
| Treasury General Manager  | TM_69 - History of Facility                | 1     |
| Treasury Settlement Offic | TM_69 - History of Facility                | 1     |
| Treasury Superintendent   | TM_69 - History of Facility                | 1     |
| Accounting Officer        | TM00 - Money Market: Collective processing | 1     |
| Bank & Trade Finance Mana | TM00 - Money Market: Collective processing | 1     |
| Bank Rels. Officer & Cash | TM00 - Money Market: Collective processing | 1     |
| Cash Management Officer   | TM00 - Money Market: Collective processing | 1     |
| Finance & Adm General Man | TM00 - Money Market: Collective processing | 1     |
| Finance Admin             | TM00 - Money Market: Collective processing | 1     |
| Financial & Accounting Su | TM00 - Money Market: Collective processing | 1     |
| Financial Control Departm | TM00 - Money Market: Collective processing | 1     |
| Trade Finance Admin.      | TM00 - Money Market: Collective processing | 1     |
| Trade Finance Officer     | TM00 - Money Market: Collective processing | 1     |
| Treasury & Bangking Manag | TM00 - Money Market: Collective processing | 1     |
| Treasury General Manager  | TM00 - Money Market: Collective processing | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Treasury Settlement Offic | TM00 - Money Market: Collective processing | 1     |
| Treasury Superintendent   | TM00 - Money Market: Collective processing | 1     |
| Accounting Officer        | TM01 - Create Fixed-Term Deposit           | 1     |
| Bank & Trade Finance Mana | TM01 - Create Fixed-Term Deposit           | 1     |
| Bank Rels. Officer & Cash | TM01 - Create Fixed-Term Deposit           | 1     |
| Cash Management Officer   | TM01 - Create Fixed-Term Deposit           | 1     |
| Finance & Adm General Man | TM01 - Create Fixed-Term Deposit           | 1     |
| Finance Admin             | TM01 - Create Fixed-Term Deposit           | 1     |
| Financial & Accounting Su | TM01 - Create Fixed-Term Deposit           | 1     |
| Financial Control Departm | TM01 - Create Fixed-Term Deposit           | 1     |
| Trade Finance Admin.      | TM01 - Create Fixed-Term Deposit           | 1     |
| Trade Finance Officer     | TM01 - Create Fixed-Term Deposit           | 1     |
| Treasury & Bangking Manag | TM01 - Create Fixed-Term Deposit           | 1     |
| Treasury General Manager  | TM01 - Create Fixed-Term Deposit           | 1     |
| Treasury Settlement Offic | TM01 - Create Fixed-Term Deposit           | 1     |
| Treasury Superintendent   | TM01 - Create Fixed-Term Deposit           | 1     |
| Accounting Officer        | TM02 - Change Fixed-Term Deposit           | 1     |
| Bank & Trade Finance Mana | TM02 - Change Fixed-Term Deposit           | 1     |
| Bank Rels. Officer & Cash | TM02 - Change Fixed-Term Deposit           | 1     |
| Cash Management Officer   | TM02 - Change Fixed-Term Deposit           | 1     |
| Finance & Adm General Man | TM02 - Change Fixed-Term Deposit           | 1     |
| Finance Admin             | TM02 - Change Fixed-Term Deposit           | 1     |
| Financial & Accounting Su | TM02 - Change Fixed-Term Deposit           | 1     |
| Financial Control Departm | TM02 - Change Fixed-Term Deposit           | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Trade Finance Admin.      | TM02 - Change Fixed-Term Deposit    | 1     |
| Trade Finance Officer     | TM02 - Change Fixed-Term Deposit    | 1     |
| Treasury & Bangking Manag | TM02 - Change Fixed-Term Deposit    | 1     |
| Treasury General Manager  | TM02 - Change Fixed-Term Deposit    | 1     |
| Treasury Settlement Offic | TM02 - Change Fixed-Term Deposit    | 1     |
| Treasury Superintendent   | TM02 - Change Fixed-Term Deposit    | 1     |
| Accounting Officer        | TM03 - Display Fixed-Term Deposit   | 1     |
| Bank & Trade Finance Mana | TM03 - Display Fixed-Term Deposit   | 1     |
| Bank Rels. Officer & Cash | TM03 - Display Fixed-Term Deposit   | 1     |
| Cash Management Officer   | TM03 - Display Fixed-Term Deposit   | 1     |
| Finance & Adm General Man | TM03 - Display Fixed-Term Deposit   | 1     |
| Finance Admin             | TM03 - Display Fixed-Term Deposit   | 1     |
| Financial & Accounting Su | TM03 - Display Fixed-Term Deposit   | 1     |
| Financial Control Departm | TM03 - Display Fixed-Term Deposit   | 1     |
| Trade Finance Admin.      | TM03 - Display Fixed-Term Deposit   | 1     |
| Trade Finance Officer     | TM03 - Display Fixed-Term Deposit   | 1     |
| Treasury & Bangking Manag | TM03 - Display Fixed-Term Deposit   | 1     |
| Treasury General Manager  | TM03 - Display Fixed-Term Deposit   | 1     |
| Treasury Settlement Offic | TM03 - Display Fixed-Term Deposit   | 1     |
| Treasury Superintendent   | TM03 - Display Fixed-Term Deposit   | 1     |
| Accounting Officer        | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Bank & Trade Finance Mana | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Bank Rels. Officer & Cash | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Cash Management Officer   | TM04 - Roll Over Fixed-Term Deposit | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Finance & Adm General Man | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Finance Admin             | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Financial & Accounting Su | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Financial Control Departm | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Trade Finance Admin.      | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Trade Finance Officer     | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Treasury & Bangking Manag | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Treasury General Manager  | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Treasury Settlement Offic | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Treasury Superintendent   | TM04 - Roll Over Fixed-Term Deposit | 1     |
| Accounting Officer        | TM06 - Settle Fixed-Term Deposit    | 1     |
| Bank & Trade Finance Mana | TM06 - Settle Fixed-Term Deposit    | 1     |
| Bank Rels. Officer & Cash | TM06 - Settle Fixed-Term Deposit    | 1     |
| Cash Management Officer   | TM06 - Settle Fixed-Term Deposit    | 1     |
| Finance & Adm General Man | TM06 - Settle Fixed-Term Deposit    | 1     |
| Finance Admin             | TM06 - Settle Fixed-Term Deposit    | 1     |
| Financial & Accounting Su | TM06 - Settle Fixed-Term Deposit    | 1     |
| Financial Control Departm | TM06 - Settle Fixed-Term Deposit    | 1     |
| Trade Finance Admin.      | TM06 - Settle Fixed-Term Deposit    | 1     |
| Trade Finance Officer     | TM06 - Settle Fixed-Term Deposit    | 1     |
| Treasury & Bangking Manag | TM06 - Settle Fixed-Term Deposit    | 1     |
| Treasury General Manager  | TM06 - Settle Fixed-Term Deposit    | 1     |
| Treasury Settlement Offic | TM06 - Settle Fixed-Term Deposit    | 1     |
| Treasury Superintendent   | TM06 - Settle Fixed-Term Deposit    | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Accounting Officer        | TM07 - Reverse Fixed-Term Deposit | 1     |
| Bank & Trade Finance Mana | TM07 - Reverse Fixed-Term Deposit | 1     |
| Bank Rels. Officer & Cash | TM07 - Reverse Fixed-Term Deposit | 1     |
| Cash Management Officer   | TM07 - Reverse Fixed-Term Deposit | 1     |
| Finance & Adm General Man | TM07 - Reverse Fixed-Term Deposit | 1     |
| Finance Admin             | TM07 - Reverse Fixed-Term Deposit | 1     |
| Financial & Accounting Su | TM07 - Reverse Fixed-Term Deposit | 1     |
| Financial Control Departm | TM07 - Reverse Fixed-Term Deposit | 1     |
| Trade Finance Admin.      | TM07 - Reverse Fixed-Term Deposit | 1     |
| Trade Finance Officer     | TM07 - Reverse Fixed-Term Deposit | 1     |
| Treasury & Bangking Manag | TM07 - Reverse Fixed-Term Deposit | 1     |
| Treasury General Manager  | TM07 - Reverse Fixed-Term Deposit | 1     |
| Treasury Settlement Offic | TM07 - Reverse Fixed-Term Deposit | 1     |
| Treasury Superintendent   | TM07 - Reverse Fixed-Term Deposit | 1     |
| Accounting Officer        | TM09 - Fixed-Term Deposit History | 1     |
| Bank & Trade Finance Mana | TM09 - Fixed-Term Deposit History | 1     |
| Bank Rels. Officer & Cash | TM09 - Fixed-Term Deposit History | 1     |
| Cash Management Officer   | TM09 - Fixed-Term Deposit History | 1     |
| Finance & Adm General Man | TM09 - Fixed-Term Deposit History | 1     |
| Finance Admin             | TM09 - Fixed-Term Deposit History | 1     |
| Financial & Accounting Su | TM09 - Fixed-Term Deposit History | 1     |
| Financial Control Departm | TM09 - Fixed-Term Deposit History | 1     |
| Trade Finance Admin.      | TM09 - Fixed-Term Deposit History | 1     |
| Trade Finance Officer     | TM09 - Fixed-Term Deposit History | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Treasury & Bangking Manag | TM09 - Fixed-Term Deposit History | 1     |
| Treasury General Manager  | TM09 - Fixed-Term Deposit History | 1     |
| Treasury Settlement Offic | TM09 - Fixed-Term Deposit History | 1     |
| Treasury Superintendent   | TM09 - Fixed-Term Deposit History | 1     |
| Accounting Officer        | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Bank & Trade Finance Mana | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Bank Rels. Officer & Cash | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Cash Management Officer   | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Finance & Adm General Man | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Finance Admin             | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Financial & Accounting Su | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Financial Control Departm | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Trade Finance Admin.      | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Trade Finance Officer     | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Treasury & Bangking Manag | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Treasury General Manager  | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Treasury Settlement Offic | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Treasury Superintendent   | TM0F - Fxd Term Dep. Fast Entry   | 1     |
| Accounting Officer        | TM11 - Create Deposit at Notice   | 1     |
| Bank & Trade Finance Mana | TM11 - Create Deposit at Notice   | 1     |
| Bank Rels. Officer & Cash | TM11 - Create Deposit at Notice   | 1     |
| Cash Management Officer   | TM11 - Create Deposit at Notice   | 1     |
| Finance & Adm General Man | TM11 - Create Deposit at Notice   | 1     |
| Finance Admin             | TM11 - Create Deposit at Notice   | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Financial & Accounting Su | TM11 - Create Deposit at Notice  | 1     |
| Financial Control Departm | TM11 - Create Deposit at Notice  | 1     |
| Trade Finance Admin.      | TM11 - Create Deposit at Notice  | 1     |
| Trade Finance Officer     | TM11 - Create Deposit at Notice  | 1     |
| Treasury & Bangking Manag | TM11 - Create Deposit at Notice  | 1     |
| Treasury General Manager  | TM11 - Create Deposit at Notice  | 1     |
| Treasury Settlement Offic | TM11 - Create Deposit at Notice  | 1     |
| Treasury Superintendent   | TM11 - Create Deposit at Notice  | 1     |
| Accounting Officer        | TM12 - Change Deposit at Notice  | 1     |
| Bank & Trade Finance Mana | TM12 - Change Deposit at Notice  | 1     |
| Bank Rels. Officer & Cash | TM12 - Change Deposit at Notice  | 1     |
| Cash Management Officer   | TM12 - Change Deposit at Notice  | 1     |
| Finance & Adm General Man | TM12 - Change Deposit at Notice  | 1     |
| Finance Admin             | TM12 - Change Deposit at Notice  | 1     |
| Financial & Accounting Su | TM12 - Change Deposit at Notice  | 1     |
| Financial Control Departm | TM12 - Change Deposit at Notice  | 1     |
| Trade Finance Admin.      | TM12 - Change Deposit at Notice  | 1     |
| Trade Finance Officer     | TM12 - Change Deposit at Notice  | 1     |
| Treasury & Bangking Manag | TM12 - Change Deposit at Notice  | 1     |
| Treasury General Manager  | TM12 - Change Deposit at Notice  | 1     |
| Treasury Settlement Offic | TM12 - Change Deposit at Notice  | 1     |
| Treasury Superintendent   | TM12 - Change Deposit at Notice  | 1     |
| Accounting Officer        | TM13 - Display Deposit at Notice | 1     |
| Bank & Trade Finance Mana | TM13 - Display Deposit at Notice | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Bank Rels. Officer & Cash | TM13 - Display Deposit at Notice   | 1     |
| Cash Management Officer   | TM13 - Display Deposit at Notice   | 1     |
| Finance & Adm General Man | TM13 - Display Deposit at Notice   | 1     |
| Finance Admin             | TM13 - Display Deposit at Notice   | 1     |
| Financial & Accounting Su | TM13 - Display Deposit at Notice   | 1     |
| Financial Control Departm | TM13 - Display Deposit at Notice   | 1     |
| Trade Finance Admin.      | TM13 - Display Deposit at Notice   | 1     |
| Trade Finance Officer     | TM13 - Display Deposit at Notice   | 1     |
| Treasury & Bangking Manag | TM13 - Display Deposit at Notice   | 1     |
| Treasury General Manager  | TM13 - Display Deposit at Notice   | 1     |
| Treasury Settlement Offic | TM13 - Display Deposit at Notice   | 1     |
| Treasury Superintendent   | TM13 - Display Deposit at Notice   | 1     |
| Accounting Officer        | TM14 - Roll Over Deposit at Notice | 1     |
| Bank & Trade Finance Mana | TM14 - Roll Over Deposit at Notice | 1     |
| Bank Rels. Officer & Cash | TM14 - Roll Over Deposit at Notice | 1     |
| Cash Management Officer   | TM14 - Roll Over Deposit at Notice | 1     |
| Finance & Adm General Man | TM14 - Roll Over Deposit at Notice | 1     |
| Finance Admin             | TM14 - Roll Over Deposit at Notice | 1     |
| Financial & Accounting Su | TM14 - Roll Over Deposit at Notice | 1     |
| Financial Control Departm | TM14 - Roll Over Deposit at Notice | 1     |
| Trade Finance Admin.      | TM14 - Roll Over Deposit at Notice | 1     |
| Trade Finance Officer     | TM14 - Roll Over Deposit at Notice | 1     |
| Treasury & Bangking Manag | TM14 - Roll Over Deposit at Notice | 1     |
| Treasury General Manager  | TM14 - Roll Over Deposit at Notice | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Treasury Settlement Offic | TM14 - Roll Over Deposit at Notice      | 1     |
| Treasury Superintendent   | TM14 - Roll Over Deposit at Notice      | 1     |
| Accounting Officer        | TM15 - Give Notice on Deposit at Notice | 1     |
| Bank & Trade Finance Mana | TM15 - Give Notice on Deposit at Notice | 1     |
| Bank Rels. Officer & Cash | TM15 - Give Notice on Deposit at Notice | 1     |
| Cash Management Officer   | TM15 - Give Notice on Deposit at Notice | 1     |
| Finance & Adm General Man | TM15 - Give Notice on Deposit at Notice | 1     |
| Finance Admin             | TM15 - Give Notice on Deposit at Notice | 1     |
| Financial & Accounting Su | TM15 - Give Notice on Deposit at Notice | 1     |
| Financial Control Departm | TM15 - Give Notice on Deposit at Notice | 1     |
| Trade Finance Admin.      | TM15 - Give Notice on Deposit at Notice | 1     |
| Trade Finance Officer     | TM15 - Give Notice on Deposit at Notice | 1     |
| Treasury & Bangking Manag | TM15 - Give Notice on Deposit at Notice | 1     |
| Treasury General Manager  | TM15 - Give Notice on Deposit at Notice | 1     |
| Treasury Settlement Offic | TM15 - Give Notice on Deposit at Notice | 1     |
| Treasury Superintendent   | TM15 - Give Notice on Deposit at Notice | 1     |
| Accounting Officer        | TM16 - Settle Deposit at Notice         | 1     |
| Bank & Trade Finance Mana | TM16 - Settle Deposit at Notice         | 1     |
| Bank Rels. Officer & Cash | TM16 - Settle Deposit at Notice         | 1     |
| Cash Management Officer   | TM16 - Settle Deposit at Notice         | 1     |
| Finance & Adm General Man | TM16 - Settle Deposit at Notice         | 1     |
| Finance Admin             | TM16 - Settle Deposit at Notice         | 1     |
| Financial & Accounting Su | TM16 - Settle Deposit at Notice         | 1     |
| Financial Control Departm | TM16 - Settle Deposit at Notice         | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Trade Finance Admin.      | TM16 - Settle Deposit at Notice  | 1     |
| Trade Finance Officer     | TM16 - Settle Deposit at Notice  | 1     |
| Treasury & Bangking Manag | TM16 - Settle Deposit at Notice  | 1     |
| Treasury General Manager  | TM16 - Settle Deposit at Notice  | 1     |
| Treasury Settlement Offic | TM16 - Settle Deposit at Notice  | 1     |
| Treasury Superintendent   | TM16 - Settle Deposit at Notice  | 1     |
| Accounting Officer        | TM17 - Reverse Deposit at Notice | 1     |
| Bank & Trade Finance Mana | TM17 - Reverse Deposit at Notice | 1     |
| Bank Rels. Officer & Cash | TM17 - Reverse Deposit at Notice | 1     |
| Cash Management Officer   | TM17 - Reverse Deposit at Notice | 1     |
| Finance & Adm General Man | TM17 - Reverse Deposit at Notice | 1     |
| Finance Admin             | TM17 - Reverse Deposit at Notice | 1     |
| Financial & Accounting Su | TM17 - Reverse Deposit at Notice | 1     |
| Financial Control Departm | TM17 - Reverse Deposit at Notice | 1     |
| Trade Finance Admin.      | TM17 - Reverse Deposit at Notice | 1     |
| Trade Finance Officer     | TM17 - Reverse Deposit at Notice | 1     |
| Treasury & Bangking Manag | TM17 - Reverse Deposit at Notice | 1     |
| Treasury General Manager  | TM17 - Reverse Deposit at Notice | 1     |
| Treasury Settlement Offic | TM17 - Reverse Deposit at Notice | 1     |
| Treasury Superintendent   | TM17 - Reverse Deposit at Notice | 1     |
| Accounting Officer        | TM19 - Deposit at Notice History | 1     |
| Bank & Trade Finance Mana | TM19 - Deposit at Notice History | 1     |
| Bank Rels. Officer & Cash | TM19 - Deposit at Notice History | 1     |
| Cash Management Officer   | TM19 - Deposit at Notice History | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Finance & Adm General Man | TM19 - Deposit at Notice History    | 1     |
| Finance Admin             | TM19 - Deposit at Notice History    | 1     |
| Financial & Accounting Su | TM19 - Deposit at Notice History    | 1     |
| Financial Control Departm | TM19 - Deposit at Notice History    | 1     |
| Trade Finance Admin.      | TM19 - Deposit at Notice History    | 1     |
| Trade Finance Officer     | TM19 - Deposit at Notice History    | 1     |
| Treasury & Bangking Manag | TM19 - Deposit at Notice History    | 1     |
| Treasury General Manager  | TM19 - Deposit at Notice History    | 1     |
| Treasury Settlement Offic | TM19 - Deposit at Notice History    | 1     |
| Treasury Superintendent   | TM19 - Deposit at Notice History    | 1     |
| Accounting Officer        | TM1F - Deposit at Notice Fast Entry | 1     |
| Bank & Trade Finance Mana | TM1F - Deposit at Notice Fast Entry | 1     |
| Bank Rels. Officer & Cash | TM1F - Deposit at Notice Fast Entry | 1     |
| Cash Management Officer   | TM1F - Deposit at Notice Fast Entry | 1     |
| Finance & Adm General Man | TM1F - Deposit at Notice Fast Entry | 1     |
| Finance Admin             | TM1F - Deposit at Notice Fast Entry | 1     |
| Financial & Accounting Su | TM1F - Deposit at Notice Fast Entry | 1     |
| Financial Control Departm | TM1F - Deposit at Notice Fast Entry | 1     |
| Trade Finance Admin.      | TM1F - Deposit at Notice Fast Entry | 1     |
| Trade Finance Officer     | TM1F - Deposit at Notice Fast Entry | 1     |
| Treasury & Bangking Manag | TM1F - Deposit at Notice Fast Entry | 1     |
| Treasury General Manager  | TM1F - Deposit at Notice Fast Entry | 1     |
| Treasury Settlement Offic | TM1F - Deposit at Notice Fast Entry | 1     |
| Treasury Superintendent   | TM1F - Deposit at Notice Fast Entry | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Accounting Officer        | TM20 - Money Market: Collective Processing | 1     |
| Bank & Trade Finance Mana | TM20 - Money Market: Collective Processing | 1     |
| Bank Rels. Officer & Cash | TM20 - Money Market: Collective Processing | 1     |
| Cash Management Officer   | TM20 - Money Market: Collective Processing | 1     |
| Finance & Adm General Man | TM20 - Money Market: Collective Processing | 1     |
| Finance Admin             | TM20 - Money Market: Collective Processing | 1     |
| Financial & Accounting Su | TM20 - Money Market: Collective Processing | 1     |
| Financial Control Departm | TM20 - Money Market: Collective Processing | 1     |
| Trade Finance Admin.      | TM20 - Money Market: Collective Processing | 1     |
| Trade Finance Officer     | TM20 - Money Market: Collective Processing | 1     |
| Treasury & Bangking Manag | TM20 - Money Market: Collective Processing | 1     |
| Treasury General Manager  | TM20 - Money Market: Collective Processing | 1     |
| Treasury Settlement Offic | TM20 - Money Market: Collective Processing | 1     |
| Treasury Superintendent   | TM20 - Money Market: Collective Processing | 1     |
| Accounting Officer        | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Bank & Trade Finance Mana | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Bank Rels. Officer & Cash | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Cash Management Officer   | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Finance & Adm General Man | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Finance Admin             | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Financial & Accounting Su | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Financial Control Departm | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Trade Finance Admin.      | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Trade Finance Officer     | TM21 - Deposit at Notice Cash Flow Update  | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Treasury & Bangking Manag | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Treasury General Manager  | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Treasury Settlement Offic | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Treasury Superintendent   | TM21 - Deposit at Notice Cash Flow Update  | 1     |
| Accounting Officer        | TM22 - Check Dates against Calendar        | 1     |
| Bank & Trade Finance Mana | TM22 - Check Dates against Calendar        | 1     |
| Bank Rels. Officer & Cash | TM22 - Check Dates against Calendar        | 1     |
| Cash Management Officer   | TM22 - Check Dates against Calendar        | 1     |
| Finance & Adm General Man | TM22 - Check Dates against Calendar        | 1     |
| Finance Admin             | TM22 - Check Dates against Calendar        | 1     |
| Financial & Accounting Su | TM22 - Check Dates against Calendar        | 1     |
| Financial Control Departm | TM22 - Check Dates against Calendar        | 1     |
| Trade Finance Admin.      | TM22 - Check Dates against Calendar        | 1     |
| Trade Finance Officer     | TM22 - Check Dates against Calendar        | 1     |
| Treasury & Bangking Manag | TM22 - Check Dates against Calendar        | 1     |
| Treasury General Manager  | TM22 - Check Dates against Calendar        | 1     |
| Treasury Settlement Offic | TM22 - Check Dates against Calendar        | 1     |
| Treasury Superintendent   | TM22 - Check Dates against Calendar        | 1     |
| Accounting Officer        | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Bank & Trade Finance Mana | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Bank Rels. Officer & Cash | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Cash Management Officer   | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Finance & Adm General Man | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Finance Admin             | TM30 - Commercial Paper: NPV<br>Calculator | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial & Accounting Su | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Financial Control Departm | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Trade Finance Admin.      | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Trade Finance Officer     | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Treasury & Bangking Manag | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Treasury General Manager  | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Treasury Settlement Offic | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Treasury Superintendent   | TM30 - Commercial Paper: NPV<br>Calculator | 1     |
| Accounting Officer        | TM31 - Create Commercial Paper             | 1     |
| Bank & Trade Finance Mana | TM31 - Create Commercial Paper             | 1     |
| Bank Rels. Officer & Cash | TM31 - Create Commercial Paper             | 1     |
| Cash Management Officer   | TM31 - Create Commercial Paper             | 1     |
| Finance & Adm General Man | TM31 - Create Commercial Paper             | 1     |
| Finance Admin             | TM31 - Create Commercial Paper             | 1     |
| Financial & Accounting Su | TM31 - Create Commercial Paper             | 1     |
| Financial Control Departm | TM31 - Create Commercial Paper             | 1     |
| Trade Finance Admin.      | TM31 - Create Commercial Paper             | 1     |
| Trade Finance Officer     | TM31 - Create Commercial Paper             | 1     |
| Treasury & Bangking Manag | TM31 - Create Commercial Paper             | 1     |
| Treasury General Manager  | TM31 - Create Commercial Paper             | 1     |
| Treasury Settlement Offic | TM31 - Create Commercial Paper             | 1     |
| Treasury Superintendent   | TM31 - Create Commercial Paper             | 1     |
| Accounting Officer        | TM32 - Change Commercial Paper             | 1     |
| Bank & Trade Finance Mana | TM32 - Change Commercial Paper             | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Bank Rels. Officer & Cash | TM32 - Change Commercial Paper  | 1     |
| Cash Management Officer   | TM32 - Change Commercial Paper  | 1     |
| Finance & Adm General Man | TM32 - Change Commercial Paper  | 1     |
| Finance Admin             | TM32 - Change Commercial Paper  | 1     |
| Financial & Accounting Su | TM32 - Change Commercial Paper  | 1     |
| Financial Control Departm | TM32 - Change Commercial Paper  | 1     |
| Trade Finance Admin.      | TM32 - Change Commercial Paper  | 1     |
| Trade Finance Officer     | TM32 - Change Commercial Paper  | 1     |
| Treasury & Bangking Manag | TM32 - Change Commercial Paper  | 1     |
| Treasury General Manager  | TM32 - Change Commercial Paper  | 1     |
| Treasury Settlement Offic | TM32 - Change Commercial Paper  | 1     |
| Treasury Superintendent   | TM32 - Change Commercial Paper  | 1     |
| Accounting Officer        | TM33 - Display Commercial Paper | 1     |
| Bank & Trade Finance Mana | TM33 - Display Commercial Paper | 1     |
| Bank Rels. Officer & Cash | TM33 - Display Commercial Paper | 1     |
| Cash Management Officer   | TM33 - Display Commercial Paper | 1     |
| Finance & Adm General Man | TM33 - Display Commercial Paper | 1     |
| Finance Admin             | TM33 - Display Commercial Paper | 1     |
| Financial & Accounting Su | TM33 - Display Commercial Paper | 1     |
| Financial Control Departm | TM33 - Display Commercial Paper | 1     |
| Trade Finance Admin.      | TM33 - Display Commercial Paper | 1     |
| Trade Finance Officer     | TM33 - Display Commercial Paper | 1     |
| Treasury & Bangking Manag | TM33 - Display Commercial Paper | 1     |
| Treasury General Manager  | TM33 - Display Commercial Paper | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Treasury Settlement Offic | TM33 - Display Commercial Paper        | 1     |
| Treasury Superintendent   | TM33 - Display Commercial Paper        | 1     |
| Accounting Officer        | TM35 - Give Notice on Commercial Paper | 1     |
| Bank & Trade Finance Mana | TM35 - Give Notice on Commercial Paper | 1     |
| Bank Rels. Officer & Cash | TM35 - Give Notice on Commercial Paper | 1     |
| Cash Management Officer   | TM35 - Give Notice on Commercial Paper | 1     |
| Finance & Adm General Man | TM35 - Give Notice on Commercial Paper | 1     |
| Finance Admin             | TM35 - Give Notice on Commercial Paper | 1     |
| Financial & Accounting Su | TM35 - Give Notice on Commercial Paper | 1     |
| Financial Control Departm | TM35 - Give Notice on Commercial Paper | 1     |
| Trade Finance Admin.      | TM35 - Give Notice on Commercial Paper | 1     |
| Trade Finance Officer     | TM35 - Give Notice on Commercial Paper | 1     |
| Treasury & Bangking Manag | TM35 - Give Notice on Commercial Paper | 1     |
| Treasury General Manager  | TM35 - Give Notice on Commercial Paper | 1     |
| Treasury Settlement Offic | TM35 - Give Notice on Commercial Paper | 1     |
| Treasury Superintendent   | TM35 - Give Notice on Commercial Paper | 1     |
| Accounting Officer        | TM36 - Settle Commercial Paper         | 1     |
| Bank & Trade Finance Mana | TM36 - Settle Commercial Paper         | 1     |
| Bank Rels. Officer & Cash | TM36 - Settle Commercial Paper         | 1     |
| Cash Management Officer   | TM36 - Settle Commercial Paper         | 1     |
| Finance & Adm General Man | TM36 - Settle Commercial Paper         | 1     |
| Finance Admin             | TM36 - Settle Commercial Paper         | 1     |
| Financial & Accounting Su | TM36 - Settle Commercial Paper         | 1     |
| Financial Control Departm | TM36 - Settle Commercial Paper         | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Trade Finance Admin.      | TM36 - Settle Commercial Paper  | 1     |
| Trade Finance Officer     | TM36 - Settle Commercial Paper  | 1     |
| Treasury & Bangking Manag | TM36 - Settle Commercial Paper  | 1     |
| Treasury General Manager  | TM36 - Settle Commercial Paper  | 1     |
| Treasury Settlement Offic | TM36 - Settle Commercial Paper  | 1     |
| Treasury Superintendent   | TM36 - Settle Commercial Paper  | 1     |
| Accounting Officer        | TM37 - Reverse Commercial Paper | 1     |
| Bank & Trade Finance Mana | TM37 - Reverse Commercial Paper | 1     |
| Bank Rels. Officer & Cash | TM37 - Reverse Commercial Paper | 1     |
| Cash Management Officer   | TM37 - Reverse Commercial Paper | 1     |
| Finance & Adm General Man | TM37 - Reverse Commercial Paper | 1     |
| Finance Admin             | TM37 - Reverse Commercial Paper | 1     |
| Financial & Accounting Su | TM37 - Reverse Commercial Paper | 1     |
| Financial Control Departm | TM37 - Reverse Commercial Paper | 1     |
| Trade Finance Admin.      | TM37 - Reverse Commercial Paper | 1     |
| Trade Finance Officer     | TM37 - Reverse Commercial Paper | 1     |
| Treasury & Bangking Manag | TM37 - Reverse Commercial Paper | 1     |
| Treasury General Manager  | TM37 - Reverse Commercial Paper | 1     |
| Treasury Settlement Offic | TM37 - Reverse Commercial Paper | 1     |
| Treasury Superintendent   | TM37 - Reverse Commercial Paper | 1     |
| Accounting Officer        | TM39 - Commercial Paper History | 1     |
| Bank & Trade Finance Mana | TM39 - Commercial Paper History | 1     |
| Bank Rels. Officer & Cash | TM39 - Commercial Paper History | 1     |
| Cash Management Officer   | TM39 - Commercial Paper History | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Finance & Adm General Man | TM39 - Commercial Paper History    | 1     |
| Finance Admin             | TM39 - Commercial Paper History    | 1     |
| Financial & Accounting Su | TM39 - Commercial Paper History    | 1     |
| Financial Control Departm | TM39 - Commercial Paper History    | 1     |
| Trade Finance Admin.      | TM39 - Commercial Paper History    | 1     |
| Trade Finance Officer     | TM39 - Commercial Paper History    | 1     |
| Treasury & Bangking Manag | TM39 - Commercial Paper History    | 1     |
| Treasury General Manager  | TM39 - Commercial Paper History    | 1     |
| Treasury Settlement Offic | TM39 - Commercial Paper History    | 1     |
| Treasury Superintendent   | TM39 - Commercial Paper History    | 1     |
| Accounting Officer        | TM3F - Commercial Paper Fast Entry | 1     |
| Bank & Trade Finance Mana | TM3F - Commercial Paper Fast Entry | 1     |
| Bank Rels. Officer & Cash | TM3F - Commercial Paper Fast Entry | 1     |
| Cash Management Officer   | TM3F - Commercial Paper Fast Entry | 1     |
| Finance & Adm General Man | TM3F - Commercial Paper Fast Entry | 1     |
| Finance Admin             | TM3F - Commercial Paper Fast Entry | 1     |
| Financial & Accounting Su | TM3F - Commercial Paper Fast Entry | 1     |
| Financial Control Departm | TM3F - Commercial Paper Fast Entry | 1     |
| Trade Finance Admin.      | TM3F - Commercial Paper Fast Entry | 1     |
| Trade Finance Officer     | TM3F - Commercial Paper Fast Entry | 1     |
| Treasury & Bangking Manag | TM3F - Commercial Paper Fast Entry | 1     |
| Treasury General Manager  | TM3F - Commercial Paper Fast Entry | 1     |
| Treasury Settlement Offic | TM3F - Commercial Paper Fast Entry | 1     |
| Treasury Superintendent   | TM3F - Commercial Paper Fast Entry | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Accounting Officer        | TM41 - Create Cash Flow Transaction | 1     |
| Bank & Trade Finance Mana | TM41 - Create Cash Flow Transaction | 1     |
| Bank Rels. Officer & Cash | TM41 - Create Cash Flow Transaction | 1     |
| Cash Management Officer   | TM41 - Create Cash Flow Transaction | 1     |
| Finance & Adm General Man | TM41 - Create Cash Flow Transaction | 1     |
| Finance Admin             | TM41 - Create Cash Flow Transaction | 1     |
| Financial & Accounting Su | TM41 - Create Cash Flow Transaction | 1     |
| Financial Control Departm | TM41 - Create Cash Flow Transaction | 1     |
| Trade Finance Admin.      | TM41 - Create Cash Flow Transaction | 1     |
| Trade Finance Officer     | TM41 - Create Cash Flow Transaction | 1     |
| Treasury & Bangking Manag | TM41 - Create Cash Flow Transaction | 1     |
| Treasury General Manager  | TM41 - Create Cash Flow Transaction | 1     |
| Treasury Settlement Offic | TM41 - Create Cash Flow Transaction | 1     |
| Treasury Superintendent   | TM41 - Create Cash Flow Transaction | 1     |
| Accounting Officer        | TM42 - Change Cash Flow Transaction | 1     |
| Bank & Trade Finance Mana | TM42 - Change Cash Flow Transaction | 1     |
| Bank Rels. Officer & Cash | TM42 - Change Cash Flow Transaction | 1     |
| Cash Management Officer   | TM42 - Change Cash Flow Transaction | 1     |
| Finance & Adm General Man | TM42 - Change Cash Flow Transaction | 1     |
| Finance Admin             | TM42 - Change Cash Flow Transaction | 1     |
| Financial & Accounting Su | TM42 - Change Cash Flow Transaction | 1     |
| Financial Control Departm | TM42 - Change Cash Flow Transaction | 1     |
| Trade Finance Admin.      | TM42 - Change Cash Flow Transaction | 1     |
| Trade Finance Officer     | TM42 - Change Cash Flow Transaction | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Treasury & Bangking Manag | TM42 - Change Cash Flow Transaction  | 1     |
| Treasury General Manager  | TM42 - Change Cash Flow Transaction  | 1     |
| Treasury Settlement Offic | TM42 - Change Cash Flow Transaction  | 1     |
| Treasury Superintendent   | TM42 - Change Cash Flow Transaction  | 1     |
| Accounting Officer        | TM43 - Display Cash Flow Transaction | 1     |
| Bank & Trade Finance Mana | TM43 - Display Cash Flow Transaction | 1     |
| Bank Rels. Officer & Cash | TM43 - Display Cash Flow Transaction | 1     |
| Cash Management Officer   | TM43 - Display Cash Flow Transaction | 1     |
| Finance & Adm General Man | TM43 - Display Cash Flow Transaction | 1     |
| Finance Admin             | TM43 - Display Cash Flow Transaction | 1     |
| Financial & Accounting Su | TM43 - Display Cash Flow Transaction | 1     |
| Financial Control Departm | TM43 - Display Cash Flow Transaction | 1     |
| Trade Finance Admin.      | TM43 - Display Cash Flow Transaction | 1     |
| Trade Finance Officer     | TM43 - Display Cash Flow Transaction | 1     |
| Treasury & Bangking Manag | TM43 - Display Cash Flow Transaction | 1     |
| Treasury General Manager  | TM43 - Display Cash Flow Transaction | 1     |
| Treasury Settlement Offic | TM43 - Display Cash Flow Transaction | 1     |
| Treasury Superintendent   | TM43 - Display Cash Flow Transaction | 1     |
| Accounting Officer        | TM46 - Settle Cash Flow Transaction  | 1     |
| Bank & Trade Finance Mana | TM46 - Settle Cash Flow Transaction  | 1     |
| Bank Rels. Officer & Cash | TM46 - Settle Cash Flow Transaction  | 1     |
| Cash Management Officer   | TM46 - Settle Cash Flow Transaction  | 1     |
| Finance & Adm General Man | TM46 - Settle Cash Flow Transaction  | 1     |
| Finance Admin             | TM46 - Settle Cash Flow Transaction  | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Financial & Accounting Su | TM46 - Settle Cash Flow Transaction  | 1     |
| Financial Control Departm | TM46 - Settle Cash Flow Transaction  | 1     |
| Trade Finance Admin.      | TM46 - Settle Cash Flow Transaction  | 1     |
| Trade Finance Officer     | TM46 - Settle Cash Flow Transaction  | 1     |
| Treasury & Bangking Manag | TM46 - Settle Cash Flow Transaction  | 1     |
| Treasury General Manager  | TM46 - Settle Cash Flow Transaction  | 1     |
| Treasury Settlement Offic | TM46 - Settle Cash Flow Transaction  | 1     |
| Treasury Superintendent   | TM46 - Settle Cash Flow Transaction  | 1     |
| Accounting Officer        | TM47 - Reverse Cash Flow Transaction | 1     |
| Bank & Trade Finance Mana | TM47 - Reverse Cash Flow Transaction | 1     |
| Bank Rels. Officer & Cash | TM47 - Reverse Cash Flow Transaction | 1     |
| Cash Management Officer   | TM47 - Reverse Cash Flow Transaction | 1     |
| Finance & Adm General Man | TM47 - Reverse Cash Flow Transaction | 1     |
| Finance Admin             | TM47 - Reverse Cash Flow Transaction | 1     |
| Financial & Accounting Su | TM47 - Reverse Cash Flow Transaction | 1     |
| Financial Control Departm | TM47 - Reverse Cash Flow Transaction | 1     |
| Trade Finance Admin.      | TM47 - Reverse Cash Flow Transaction | 1     |
| Trade Finance Officer     | TM47 - Reverse Cash Flow Transaction | 1     |
| Treasury & Bangking Manag | TM47 - Reverse Cash Flow Transaction | 1     |
| Treasury General Manager  | TM47 - Reverse Cash Flow Transaction | 1     |
| Treasury Settlement Offic | TM47 - Reverse Cash Flow Transaction | 1     |
| Treasury Superintendent   | TM47 - Reverse Cash Flow Transaction | 1     |
| Accounting Officer        | TM49 - Cash Flow Transaction History | 1     |
| Bank & Trade Finance Mana | TM49 - Cash Flow Transaction History | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Bank Rels. Officer & Cash | TM49 - Cash Flow Transaction History           | 1     |
| Cash Management Officer   | TM49 - Cash Flow Transaction History           | 1     |
| Finance & Adm General Man | TM49 - Cash Flow Transaction History           | 1     |
| Finance Admin             | TM49 - Cash Flow Transaction History           | 1     |
| Financial & Accounting Su | TM49 - Cash Flow Transaction History           | 1     |
| Financial Control Departm | TM49 - Cash Flow Transaction History           | 1     |
| Trade Finance Admin.      | TM49 - Cash Flow Transaction History           | 1     |
| Trade Finance Officer     | TM49 - Cash Flow Transaction History           | 1     |
| Treasury & Bangking Manag | TM49 - Cash Flow Transaction History           | 1     |
| Treasury General Manager  | TM49 - Cash Flow Transaction History           | 1     |
| Treasury Settlement Offic | TM49 - Cash Flow Transaction History           | 1     |
| Treasury Superintendent   | TM49 - Cash Flow Transaction History           | 1     |
| Accounting Officer        | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Bank & Trade Finance Mana | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Bank Rels. Officer & Cash | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Cash Management Officer   | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Finance & Adm General Man | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Finance Admin             | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Financial & Accounting Su | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Financial Control Departm | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Trade Finance Admin.      | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Trade Finance Officer     | TMR1 - Money Market: Flexible Position List    | 1     |
| Treasury & Bangking Manag | TMR1 - Money Market: Flexible Position<br>List | 1     |
| Treasury General Manager  | TMR1 - Money Market: Flexible Position<br>List | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Treasury Settlement Offic | TMR1 - Money Market: Flexible Position List        | 1     |
| Treasury Superintendent   | TMR1 - Money Market: Flexible Position List        | 1     |
| Accounting Officer        | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Bank & Trade Finance Mana | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Bank Rels. Officer & Cash | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Cash Management Officer   | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Finance & Adm General Man | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Finance Admin             | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Financial & Accounting Su | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Financial Control Departm | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Trade Finance Admin.      | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Trade Finance Officer     | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Treasury & Bangking Manag | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Treasury General Manager  | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Treasury Settlement Offic | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Treasury Superintendent   | TPM_CTY_MASTER - Maintain<br>Commodity Master Data | 1     |
| Accounting Officer        | TPM1 - Execute Valuation                           | 1     |
| Bank & Trade Finance Mana | TPM1 - Execute Valuation                           | 1     |
| Bank Rels. Officer & Cash | TPM1 - Execute Valuation                           | 1     |
| Cash Management Officer   | TPM1 - Execute Valuation                           | 1     |
| Finance & Adm General Man | TPM1 - Execute Valuation                           | 1     |
| Finance Admin             | TPM1 - Execute Valuation                           | 1     |
| Financial & Accounting Su | TPM1 - Execute Valuation                           | 1     |
| Financial Control Departm | TPM1 - Execute Valuation                           | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Trade Finance Admin.      | TPM1 - Execute Valuation                  | 1     |
| Trade Finance Officer     | TPM1 - Execute Valuation                  | 1     |
| Treasury & Bangking Manag | TPM1 - Execute Valuation                  | 1     |
| Treasury General Manager  | TPM1 - Execute Valuation                  | 1     |
| Treasury Settlement Offic | TPM1 - Execute Valuation                  | 1     |
| Treasury Superintendent   | TPM1 - Execute Valuation                  | 1     |
| Accounting Officer        | TPM10 - Fix. post or reverse transactions | 1     |
| Bank & Trade Finance Mana | TPM10 - Fix. post or reverse transactions | 1     |
| Bank Rels. Officer & Cash | TPM10 - Fix. post or reverse transactions | 1     |
| Cash Management Officer   | TPM10 - Fix. post or reverse transactions | 1     |
| Finance & Adm General Man | TPM10 - Fix. post or reverse transactions | 1     |
| Finance Admin             | TPM10 - Fix. post or reverse transactions | 1     |
| Financial & Accounting Su | TPM10 - Fix. post or reverse transactions | 1     |
| Financial Control Departm | TPM10 - Fix. post or reverse transactions | 1     |
| Trade Finance Admin.      | TPM10 - Fix. post or reverse transactions | 1     |
| Trade Finance Officer     | TPM10 - Fix. post or reverse transactions | 1     |
| Treasury & Bangking Manag | TPM10 - Fix. post or reverse transactions | 1     |
| Treasury General Manager  | TPM10 - Fix. post or reverse transactions | 1     |
| Treasury Settlement Offic | TPM10 - Fix. post or reverse transactions | 1     |
| Treasury Superintendent   | TPM10 - Fix. post or reverse transactions | 1     |
| Accounting Officer        | TPM12 - Treasury Ledger: Position List    | 1     |
| Bank & Trade Finance Mana | TPM12 - Treasury Ledger: Position List    | 1     |
| Bank Rels. Officer & Cash | TPM12 - Treasury Ledger: Position List    | 1     |
| Cash Management Officer   | TPM12 - Treasury Ledger: Position List    | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | TPM12 - Treasury Ledger: Position List | 1     |
| Finance Admin             | TPM12 - Treasury Ledger: Position List | 1     |
| Financial & Accounting Su | TPM12 - Treasury Ledger: Position List | 1     |
| Financial Control Departm | TPM12 - Treasury Ledger: Position List | 1     |
| Trade Finance Admin.      | TPM12 - Treasury Ledger: Position List | 1     |
| Trade Finance Officer     | TPM12 - Treasury Ledger: Position List | 1     |
| Treasury & Bangking Manag | TPM12 - Treasury Ledger: Position List | 1     |
| Treasury General Manager  | TPM12 - Treasury Ledger: Position List | 1     |
| Treasury Settlement Offic | TPM12 - Treasury Ledger: Position List | 1     |
| Treasury Superintendent   | TPM12 - Treasury Ledger: Position List | 1     |
| Accounting Officer        | TPM13 - Treasury Ledger: Flow List     | 1     |
| Bank & Trade Finance Mana | TPM13 - Treasury Ledger: Flow List     | 1     |
| Bank Rels. Officer & Cash | TPM13 - Treasury Ledger: Flow List     | 1     |
| Cash Management Officer   | TPM13 - Treasury Ledger: Flow List     | 1     |
| Finance & Adm General Man | TPM13 - Treasury Ledger: Flow List     | 1     |
| Finance Admin             | TPM13 - Treasury Ledger: Flow List     | 1     |
| Financial & Accounting Su | TPM13 - Treasury Ledger: Flow List     | 1     |
| Financial Control Departm | TPM13 - Treasury Ledger: Flow List     | 1     |
| Trade Finance Admin.      | TPM13 - Treasury Ledger: Flow List     | 1     |
| Trade Finance Officer     | TPM13 - Treasury Ledger: Flow List     | 1     |
| Treasury & Bangking Manag | TPM13 - Treasury Ledger: Flow List     | 1     |
| Treasury General Manager  | TPM13 - Treasury Ledger: Flow List     | 1     |
| Treasury Settlement Offic | TPM13 - Treasury Ledger: Flow List     | 1     |
| Treasury Superintendent   | TPM13 - Treasury Ledger: Flow List     | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Accounting Officer        | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Bank & Trade Finance Mana | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Bank Rels. Officer & Cash | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Cash Management Officer   | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Finance & Adm General Man | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Finance Admin             | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Financial & Accounting Su | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Financial Control Departm | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Trade Finance Admin.      | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Trade Finance Officer     | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Treasury & Bangking Manag | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Treasury General Manager  | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Treasury Settlement Offic | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Treasury Superintendent   | TPM18 - Fix/Post Derived Business Transact. | 1     |
| Accounting Officer        | TPM2 - Reverse Valuation                    | 1     |
| Bank & Trade Finance Mana | TPM2 - Reverse Valuation                    | 1     |
| Bank Rels. Officer & Cash | TPM2 - Reverse Valuation                    | 1     |
| Cash Management Officer   | TPM2 - Reverse Valuation                    | 1     |
| Finance & Adm General Man | TPM2 - Reverse Valuation                    | 1     |
| Finance Admin             | TPM2 - Reverse Valuation                    | 1     |
| Financial & Accounting Su | TPM2 - Reverse Valuation                    | 1     |
| Financial Control Departm | TPM2 - Reverse Valuation                    | 1     |
| Trade Finance Admin.      | TPM2 - Reverse Valuation                    | 1     |
| Trade Finance Officer     | TPM2 - Reverse Valuation                    | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Treasury & Bangking Manag | TPM2 - Reverse Valuation | 1     |
| Treasury General Manager  | TPM2 - Reverse Valuation | 1     |
| Treasury Settlement Offic | TPM2 - Reverse Valuation | 1     |
| Treasury Superintendent   | TPM2 - Reverse Valuation | 1     |
| Accounting Officer        | TPM20 - Posting Journal  | 1     |
| Bank & Trade Finance Mana | TPM20 - Posting Journal  | 1     |
| Bank Rels. Officer & Cash | TPM20 - Posting Journal  | 1     |
| Cash Management Officer   | TPM20 - Posting Journal  | 1     |
| Finance & Adm General Man | TPM20 - Posting Journal  | 1     |
| Finance Admin             | TPM20 - Posting Journal  | 1     |
| Financial & Accounting Su | TPM20 - Posting Journal  | 1     |
| Financial Control Departm | TPM20 - Posting Journal  | 1     |
| Trade Finance Admin.      | TPM20 - Posting Journal  | 1     |
| Trade Finance Officer     | TPM20 - Posting Journal  | 1     |
| Treasury & Bangking Manag | TPM20 - Posting Journal  | 1     |
| Treasury General Manager  | TPM20 - Posting Journal  | 1     |
| Treasury Settlement Offic | TPM20 - Posting Journal  | 1     |
| Treasury Superintendent   | TPM20 - Posting Journal  | 1     |
| Accounting Officer        | TPM20A - Payment Journal | 1     |
| Bank & Trade Finance Mana | TPM20A - Payment Journal | 1     |
| Bank Rels. Officer & Cash | TPM20A - Payment Journal | 1     |
| Cash Management Officer   | TPM20A - Payment Journal | 1     |
| Finance & Adm General Man | TPM20A - Payment Journal | 1     |
| Finance Admin             | TPM20A - Payment Journal | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Financial & Accounting Su | TPM20A - Payment Journal       | 1     |
| Financial Control Departm | TPM20A - Payment Journal       | 1     |
| Trade Finance Admin.      | TPM20A - Payment Journal       | 1     |
| Trade Finance Officer     | TPM20A - Payment Journal       | 1     |
| Treasury & Bangking Manag | TPM20A - Payment Journal       | 1     |
| Treasury General Manager  | TPM20A - Payment Journal       | 1     |
| Treasury Settlement Offic | TPM20A - Payment Journal       | 1     |
| Treasury Superintendent   | TPM20A - Payment Journal       | 1     |
| Accounting Officer        | TPM25 - Post Margin Flows      | 1     |
| Bank & Trade Finance Mana | TPM25 - Post Margin Flows      | 1     |
| Bank Rels. Officer & Cash | TPM25 - Post Margin Flows      | 1     |
| Cash Management Officer   | TPM25 - Post Margin Flows      | 1     |
| Finance & Adm General Man | TPM25 - Post Margin Flows      | 1     |
| Finance Admin             | TPM25 - Post Margin Flows      | 1     |
| Financial & Accounting Su | TPM25 - Post Margin Flows      | 1     |
| Financial Control Departm | TPM25 - Post Margin Flows      | 1     |
| Trade Finance Admin.      | TPM25 - Post Margin Flows      | 1     |
| Trade Finance Officer     | TPM25 - Post Margin Flows      | 1     |
| Treasury & Bangking Manag | TPM25 - Post Margin Flows      | 1     |
| Treasury General Manager  | TPM25 - Post Margin Flows      | 1     |
| Treasury Settlement Offic | TPM25 - Post Margin Flows      | 1     |
| Treasury Superintendent   | TPM25 - Post Margin Flows      | 1     |
| Accounting Officer        | TPM27 - Generate Derived Flows | 1     |
| Bank & Trade Finance Mana | TPM27 - Generate Derived Flows | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Bank Rels. Officer & Cash | TPM27 - Generate Derived Flows | 1     |
| Cash Management Officer   | TPM27 - Generate Derived Flows | 1     |
| Finance & Adm General Man | TPM27 - Generate Derived Flows | 1     |
| Finance Admin             | TPM27 - Generate Derived Flows | 1     |
| Financial & Accounting Su | TPM27 - Generate Derived Flows | 1     |
| Financial Control Departm | TPM27 - Generate Derived Flows | 1     |
| Trade Finance Admin.      | TPM27 - Generate Derived Flows | 1     |
| Trade Finance Officer     | TPM27 - Generate Derived Flows | 1     |
| Treasury & Bangking Manag | TPM27 - Generate Derived Flows | 1     |
| Treasury General Manager  | TPM27 - Generate Derived Flows | 1     |
| Treasury Settlement Offic | TPM27 - Generate Derived Flows | 1     |
| Treasury Superintendent   | TPM27 - Generate Derived Flows | 1     |
| Accounting Officer        | TPM35 - Manual posting         | 1     |
| Bank & Trade Finance Mana | TPM35 - Manual posting         | 1     |
| Bank Rels. Officer & Cash | TPM35 - Manual posting         | 1     |
| Cash Management Officer   | TPM35 - Manual posting         | 1     |
| Finance & Adm General Man | TPM35 - Manual posting         | 1     |
| Finance Admin             | TPM35 - Manual posting         | 1     |
| Financial & Accounting Su | TPM35 - Manual posting         | 1     |
| Financial Control Departm | TPM35 - Manual posting         | 1     |
| Trade Finance Admin.      | TPM35 - Manual posting         | 1     |
| Trade Finance Officer     | TPM35 - Manual posting         | 1     |
| Treasury & Bangking Manag | TPM35 - Manual posting         | 1     |
| Treasury General Manager  | TPM35 - Manual posting         | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Treasury Settlement Offic | TPM35 - Manual posting                      | 1     |
| Treasury Superintendent   | TPM35 - Manual posting                      | 1     |
| Accounting Officer        | TPM4 - Futures Account                      | 1     |
| Bank & Trade Finance Mana | TPM4 - Futures Account                      | 1     |
| Bank Rels. Officer & Cash | TPM4 - Futures Account                      | 1     |
| Cash Management Officer   | TPM4 - Futures Account                      | 1     |
| Finance & Adm General Man | TPM4 - Futures Account                      | 1     |
| Finance Admin             | TPM4 - Futures Account                      | 1     |
| Financial & Accounting Su | TPM4 - Futures Account                      | 1     |
| Financial Control Departm | TPM4 - Futures Account                      | 1     |
| Trade Finance Admin.      | TPM4 - Futures Account                      | 1     |
| Trade Finance Officer     | TPM4 - Futures Account                      | 1     |
| Treasury & Bangking Manag | TPM4 - Futures Account                      | 1     |
| Treasury General Manager  | TPM4 - Futures Account                      | 1     |
| Treasury Settlement Offic | TPM4 - Futures Account                      | 1     |
| Treasury Superintendent   | TPM4 - Futures Account                      | 1     |
| Accounting Officer        | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Bank & Trade Finance Mana | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Bank Rels. Officer & Cash | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Cash Management Officer   | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Finance & Adm General Man | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Finance Admin             | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Financial & Accounting Su | TPM40 - Display Class Cash Flow for SecAcct | 1     |
| Financial Control Departm | TPM40 - Display Class Cash Flow for SecAcct | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Trade Finance Admin.      | TPM40 - Display Class Cash Flow for SecAcct     | 1     |
| Trade Finance Officer     | TPM40 - Display Class Cash Flow for SecAcct     | 1     |
| Treasury & Bangking Manag | TPM40 - Display Class Cash Flow for SecAcct     | 1     |
| Treasury General Manager  | TPM40 - Display Class Cash Flow for SecAcct     | 1     |
| Treasury Settlement Offic | TPM40 - Display Class Cash Flow for SecAcct     | 1     |
| Treasury Superintendent   | TPM40 - Display Class Cash Flow for SecAcct     | 1     |
| Bank & Trade Finance Mana | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Finance & Adm General Man | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Financial & Accounting Su | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Financial Control Departm | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Trade Finance Officer     | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Treasury & Bangking Manag | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Treasury General Manager  | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Treasury Superintendent   | TPM40A - Display SecAcct Class<br>Position List | 1     |
| Accounting Officer        | TPM41 - Display Sec. Account Position List      | 1     |
| Bank & Trade Finance Mana | TPM41 - Display Sec. Account Position List      | 1     |
| Bank Rels. Officer & Cash | TPM41 - Display Sec. Account Position List      | 1     |
| Cash Management Officer   | TPM41 - Display Sec. Account Position List      | 1     |
| Finance & Adm General Man | TPM41 - Display Sec. Account Position List      | 1     |
| Finance Admin             | TPM41 - Display Sec. Account Position List      | 1     |
| Financial & Accounting Su | TPM41 - Display Sec. Account Position List      | 1     |
| Financial Control Departm | TPM41 - Display Sec. Account Position List      | 1     |
| Trade Finance Admin.      | TPM41 - Display Sec. Account Position List      | 1     |
| Trade Finance Officer     | TPM41 - Display Sec. Account Position List      | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Treasury & Bangking Manag | TPM41 - Display Sec. Account Position List      | 1     |
| Treasury General Manager  | TPM41 - Display Sec. Account Position List      | 1     |
| Treasury Settlement Offic | TPM41 - Display Sec. Account Position List      | 1     |
| Treasury Superintendent   | TPM41 - Display Sec. Account Position List      | 1     |
| Accounting Officer        | TPM42 - Display Class List                      | 1     |
| Bank & Trade Finance Mana | TPM42 - Display Class List                      | 1     |
| Bank Rels. Officer & Cash | TPM42 - Display Class List                      | 1     |
| Cash Management Officer   | TPM42 - Display Class List                      | 1     |
| Finance & Adm General Man | TPM42 - Display Class List                      | 1     |
| Finance Admin             | TPM42 - Display Class List                      | 1     |
| Financial & Accounting Su | TPM42 - Display Class List                      | 1     |
| Financial Control Departm | TPM42 - Display Class List                      | 1     |
| Trade Finance Admin.      | TPM42 - Display Class List                      | 1     |
| Trade Finance Officer     | TPM42 - Display Class List                      | 1     |
| Treasury & Bangking Manag | TPM42 - Display Class List                      | 1     |
| Treasury General Manager  | TPM42 - Display Class List                      | 1     |
| Treasury Settlement Offic | TPM42 - Display Class List                      | 1     |
| Treasury Superintendent   | TPM42 - Display Class List                      | 1     |
| Accounting Officer        | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Bank & Trade Finance Mana | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Bank Rels. Officer & Cash | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Cash Management Officer   | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Finance & Adm General Man | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Finance Admin             | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Financial Control Departm | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Trade Finance Admin.      | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Trade Finance Officer     | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Treasury & Bangking Manag | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Treasury General Manager  | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Treasury Settlement Offic | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Treasury Superintendent   | TPM44 - Fin.Products Profit<br>Accrual/Deferral | 1     |
| Accounting Officer        | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Bank & Trade Finance Mana | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Bank Rels. Officer & Cash | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Cash Management Officer   | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Finance & Adm General Man | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Finance Admin             | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Financial & Accounting Su | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Financial Control Departm | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Trade Finance Admin.      | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Trade Finance Officer     | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Treasury & Bangking Manag | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Treasury General Manager  | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Treasury Settlement Offic | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Treasury Superintendent   | TPM45 - Reverse Accrual/Deferral of Income      | 1     |
| Accounting Officer        | TPM8 - Display Futures Account Cash Flow        | 1     |
| Bank & Trade Finance Mana | TPM8 - Display Futures Account Cash Flow        | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Bank Rels. Officer & Cash | TPM8 - Display Futures Account Cash Flow    | 1     |
| Cash Management Officer   | TPM8 - Display Futures Account Cash Flow    | 1     |
| Finance & Adm General Man | TPM8 - Display Futures Account Cash Flow    | 1     |
| Finance Admin             | TPM8 - Display Futures Account Cash Flow    | 1     |
| Financial & Accounting Su | TPM8 - Display Futures Account Cash Flow    | 1     |
| Financial Control Departm | TPM8 - Display Futures Account Cash Flow    | 1     |
| Trade Finance Admin.      | TPM8 - Display Futures Account Cash Flow    | 1     |
| Trade Finance Officer     | TPM8 - Display Futures Account Cash Flow    | 1     |
| Treasury & Bangking Manag | TPM8 - Display Futures Account Cash Flow    | 1     |
| Treasury General Manager  | TPM8 - Display Futures Account Cash Flow    | 1     |
| Treasury Settlement Offic | TPM8 - Display Futures Account Cash Flow    | 1     |
| Treasury Superintendent   | TPM8 - Display Futures Account Cash Flow    | 1     |
| Accounting Officer        | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Bank & Trade Finance Mana | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Bank Rels. Officer & Cash | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Cash Management Officer   | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Finance & Adm General Man | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Finance Admin             | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Financial & Accounting Su | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Financial Control Departm | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Trade Finance Admin.      | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Trade Finance Officer     | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Treasury & Bangking Manag | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |
| Treasury General Manager  | TPM9 - Pos. List-Class Pos. in Futures Acct | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Treasury Settlement Offic | TPM9 - Pos. List-Class Pos. in Futures Acct  | 1     |
| Treasury Superintendent   | TPM9 - Pos. List-Class Pos. in Futures Acct  | 1     |
| Accounting Officer        | TPM91 - Matching for Futures/Options         | 1     |
| Bank & Trade Finance Mana | TPM91 - Matching for Futures/Options         | 1     |
| Bank Rels. Officer & Cash | TPM91 - Matching for Futures/Options         | 1     |
| Cash Management Officer   | TPM91 - Matching for Futures/Options         | 1     |
| Finance & Adm General Man | TPM91 - Matching for Futures/Options         | 1     |
| Finance Admin             | TPM91 - Matching for Futures/Options         | 1     |
| Financial & Accounting Su | TPM91 - Matching for Futures/Options         | 1     |
| Financial Control Departm | TPM91 - Matching for Futures/Options         | 1     |
| Trade Finance Admin.      | TPM91 - Matching for Futures/Options         | 1     |
| Trade Finance Officer     | TPM91 - Matching for Futures/Options         | 1     |
| Treasury & Bangking Manag | TPM91 - Matching for Futures/Options         | 1     |
| Treasury General Manager  | TPM91 - Matching for Futures/Options         | 1     |
| Treasury Settlement Offic | TPM91 - Matching for Futures/Options         | 1     |
| Treasury Superintendent   | TPM91 - Matching for Futures/Options         | 1     |
| Accounting Officer        | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Bank & Trade Finance Mana | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Bank Rels. Officer & Cash | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Cash Management Officer   | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Finance & Adm General Man | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Finance Admin             | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Financial & Accounting Su | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Financial Control Departm | TPM92 - Matching Overview w. Reversal Funct. | 1     |

| HR Position                     | Code Matrix                                  | Count |
|---------------------------------|--|-------|
| Trade Finance Admin.            | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Trade Finance Officer           | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Treasury & Bangking Manag       | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Treasury General Manager        | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Treasury Settlement Offic       | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Treasury Superintendent         | TPM92 - Matching Overview w. Reversal Funct. | 1     |
| Accounting Manager              | TRIP - Travel Manager                        | 1     |
| Accounting Officer              | TRIP - Travel Manager                        | 1     |
| Administration Staff            | TRIP - Travel Manager                        | 1     |
| AP Control Manager              | TRIP - Travel Manager                        | 1     |
| AR Control Manager              | TRIP - Travel Manager                        | 1     |
| Area 1 Marketing & S. man       | TRIP - Travel Manager                        | 1     |
| Area 2 Marketing & S. man       | TRIP - Travel Manager                        | 1     |
| Area 3 Marketing & S. man       | TRIP - Travel Manager                        | 1     |
| Bank & Trade Finance Mana       | TRIP - Travel Manager                        | 1     |
| Bank Rels. Officer & Cash       | TRIP - Travel Manager                        | 1     |
| Binungan Mine Operation A       | TRIP - Travel Manager                        | 1     |
| Business Analyst Manager        | TRIP - Travel Manager                        | 1     |
| Cash Management Administration  | TRIP - Travel Manager                        | 1     |
| Claim & Compensation Admi       | TRIP - Travel Manager                        | 1     |
| Coal Handling Inf. Dev. &       | TRIP - Travel Manager                        | 1     |
| ComDev Admin & Logistic         | TRIP - Travel Manager                        | 1     |
| Commuication & Relation Officer | TRIP - Travel Manager                        | 1     |
| Community Rel Admin Suppo       | TRIP - Travel Manager                        | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Comp.Benefit HR Berau Sup | TRIP - Travel Manager | 1     |
| Compensation & Benefits A | TRIP - Travel Manager | 1     |
| Corporate Affair Manager  | TRIP - Travel Manager | 1     |
| Corporate Affairs Officer | TRIP - Travel Manager | 1     |
| Corporate Communication G | TRIP - Travel Manager | 1     |
| Corporate Legal Manager   | TRIP - Travel Manager | 1     |
| Corporate Legal Senior Ma | TRIP - Travel Manager | 1     |
| Corporate Support Senior  | TRIP - Travel Manager | 1     |
| Cost Estimator & Control  | TRIP - Travel Manager | 1     |
| Crewing Officer           | TRIP - Travel Manager | 1     |
| Default position          | TRIP - Travel Manager | 1     |
| EMS Area 1 Manager        | TRIP - Travel Manager | 1     |
| Energy Management Serv. G | TRIP - Travel Manager | 1     |
| Engineering Manager       | TRIP - Travel Manager | 1     |
| Environment Manager       | TRIP - Travel Manager | 1     |
| ER & LM Admin Officer     | TRIP - Travel Manager | 1     |
| ER & OHSE Training Manage | TRIP - Travel Manager | 1     |
| Executive Secretary       | TRIP - Travel Manager | 1     |
| External Relation & Land  | TRIP - Travel Manager | 1     |
| Finance & Adm General Man | TRIP - Travel Manager | 1     |
| Finance Admin             | TRIP - Travel Manager | 1     |
| Finance Analyst           | TRIP - Travel Manager | 1     |
| Finance Deputy Director   | TRIP - Travel Manager | 1     |
| Finance Rep. & Analyst Ma | TRIP - Travel Manager | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Finance Reporting Officer | TRIP - Travel Manager | 1     |
| Financial Reporting Offic | TRIP - Travel Manager | 1     |
| Financial Reporting Senio | TRIP - Travel Manager | 1     |
| GA Officer                | TRIP - Travel Manager | 1     |
| GA Staff JKT              | TRIP - Travel Manager | 1     |
| GA Supervisor             | TRIP - Travel Manager | 1     |
| Gen. Service & Logistic G | TRIP - Travel Manager | 1     |
| General Affair Manager    | TRIP - Travel Manager | 1     |
| Geology & Exploration Man | TRIP - Travel Manager | 1     |
| Geology & Exploration Sup | TRIP - Travel Manager | 1     |
| Geotechnic & Hydrology Ma | TRIP - Travel Manager | 1     |
| H.S.E General Manager     | TRIP - Travel Manager | 1     |
| HR & GA Manager - JKT     | TRIP - Travel Manager | 1     |
| HR Development Manager    | TRIP - Travel Manager | 1     |
| HRGA General Manager      | TRIP - Travel Manager | 1     |
| HSE General Admin         | TRIP - Travel Manager | 1     |
| Infrastructure Dev. Plan  | TRIP - Travel Manager | 1     |
| Internal Audit            | TRIP - Travel Manager | 1     |
| Internal Audit Manager    | TRIP - Travel Manager | 1     |
| IR & Welfare Superintende | TRIP - Travel Manager | 1     |
| IT & MIS General Manager  | TRIP - Travel Manager | 1     |
| IT Manager                | TRIP - Travel Manager | 1     |
| Land Acquisition & Manage | TRIP - Travel Manager | 1     |
| Lati Mine Opertaion Manag | TRIP - Travel Manager | 1     |

| HR Position               | Code Matrix           | Count |
|---------------------------|-----------------------|-------|
| Lati Port Supervisor      | TRIP - Travel Manager | 1     |
| Legal & Compliance Admin  | TRIP - Travel Manager | 1     |
| Legal Officer             | TRIP - Travel Manager | 1     |
| Logistic Manager          | TRIP - Travel Manager | 1     |
| Marine Support Officer    | TRIP - Travel Manager | 1     |
| Marketing & Transp. Admin | TRIP - Travel Manager | 1     |
| Marketing & transp. Direc | TRIP - Travel Manager | 1     |
| Marketing & transp.Deputy | TRIP - Travel Manager | 1     |
| Marketing Support Officer | TRIP - Travel Manager | 1     |
| Mgt Reporting & Budget Se | TRIP - Travel Manager | 1     |
| Mine Closure Manager      | TRIP - Travel Manager | 1     |
| Mine Contract Management  | TRIP - Travel Manager | 1     |
| Mine Dev & Geology Genera | TRIP - Travel Manager | 1     |
| Mine Plan & Control Manag | TRIP - Travel Manager | 1     |
| Mining General Manager    | TRIP - Travel Manager | 1     |
| MIS Manager               | TRIP - Travel Manager | 1     |
| O.H.S. Manager            | TRIP - Travel Manager | 1     |
| Operation Deputy Director | TRIP - Travel Manager | 1     |
| Operation Director        | TRIP - Travel Manager | 1     |
| P. Quality & D. Control M | TRIP - Travel Manager | 1     |
| Payment & Bank Reconsile  | TRIP - Travel Manager | 1     |
| Payroll Admin             | TRIP - Travel Manager | 1     |
| Planning & Design Eng.    | TRIP - Travel Manager | 1     |
| Port & Barging Opt. Manag | TRIP - Travel Manager | 1     |

| HR Position                   | Code Matrix           | Count |
|-------------------------------|-----------------------|-------|
| Port Engineer                 | TRIP - Travel Manager | 1     |
| PQDC Officer                  | TRIP - Travel Manager | 1     |
| President Director            | TRIP - Travel Manager | 1     |
| Procurement Officer           | TRIP - Travel Manager | 1     |
| Procurement Staff             | TRIP - Travel Manager | 1     |
| Project Administration        | TRIP - Travel Manager | 1     |
| Project Officer               | TRIP - Travel Manager | 1     |
| Purchasing Manager            | TRIP - Travel Manager | 1     |
| Purchasing Officer            | TRIP - Travel Manager | 1     |
| QHSE System Compliance Ma     | TRIP - Travel Manager | 1     |
| Recruit & Assessment Offi     | TRIP - Travel Manager | 1     |
| Risk Mgt. Compl. & Policy     | TRIP - Travel Manager | 1     |
| Sambarata Mine Operation      | TRIP - Travel Manager | 1     |
| Sambarata Port Supervisor     | TRIP - Travel Manager | 1     |
| SAP Support                   | TRIP - Travel Manager | 1     |
| Secretary Officer             | TRIP - Travel Manager | 1     |
| Security Manager              | TRIP - Travel Manager | 1     |
| Shared Service Unit Gener     | TRIP - Travel Manager | 1     |
| Shipment Admin Officer        | TRIP - Travel Manager | 1     |
| Shipping Admin                | TRIP - Travel Manager | 1     |
| Shipping Admin Officer        | TRIP - Travel Manager | 1     |
| Shipping Administration Staff | TRIP - Travel Manager | 1     |
| Shipping Legal                | TRIP - Travel Manager | 1     |
| Shipping Manager              | TRIP - Travel Manager | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Suaran Port Supervisor    | TRIP - Travel Manager                        | 1     |
| Support Administrator Off | TRIP - Travel Manager                        | 1     |
| Supporting Infr. Dev. Sup | TRIP - Travel Manager                        | 1     |
| Tax Manager               | TRIP - Travel Manager                        | 1     |
| Technical Service Manager | TRIP - Travel Manager                        | 1     |
| Trade Finance Officer     | TRIP - Travel Manager                        | 1     |
| Transhipment Supervisor   | TRIP - Travel Manager                        | 1     |
| Transp. & Sales Adm. Gene | TRIP - Travel Manager                        | 1     |
| Transport & Shipment Mana | TRIP - Travel Manager                        | 1     |
| Transport Analyst         | TRIP - Travel Manager                        | 1     |
| Travelling & Claim Admin  | TRIP - Travel Manager                        | 1     |
| Treasury & Bangking Manag | TRIP - Travel Manager                        | 1     |
| Treasury Administration   | TRIP - Travel Manager                        | 1     |
| Treasury General Manager  | TRIP - Travel Manager                        | 1     |
| Welfare Admin Supervisor  | TRIP - Travel Manager                        | 1     |
| Accounting Officer        | TRS_SEC_ACC - Securities account master data | 1     |
| Bank & Trade Finance Mana | TRS_SEC_ACC - Securities account master data | 1     |
| Bank Rels. Officer & Cash | TRS_SEC_ACC - Securities account master data | 1     |
| Cash Management Officer   | TRS_SEC_ACC - Securities account master data | 1     |
| Finance & Adm General Man | TRS_SEC_ACC - Securities account master data | 1     |
| Finance Admin             | TRS_SEC_ACC - Securities account master data | 1     |
| Financial & Accounting Su | TRS_SEC_ACC - Securities account master data | 1     |
| Financial Control Departm | TRS_SEC_ACC - Securities account master data | 1     |
| Trade Finance Admin.      | TRS_SEC_ACC - Securities account master data | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Trade Finance Officer     | TRS_SEC_ACC - Securities account master data | 1     |
| Treasury & Bangking Manag | TRS_SEC_ACC - Securities account master data | 1     |
| Treasury General Manager  | TRS_SEC_ACC - Securities account master data | 1     |
| Treasury Settlement Offic | TRS_SEC_ACC - Securities account master data | 1     |
| Treasury Superintendent   | TRS_SEC_ACC - Securities account master data | 1     |
| Accounting Officer        | TSW1 - SWIFT Generation MT300                | 1     |
| Bank & Trade Finance Mana | TSW1 - SWIFT Generation MT300                | 1     |
| Bank Rels. Officer & Cash | TSW1 - SWIFT Generation MT300                | 1     |
| Cash Management Officer   | TSW1 - SWIFT Generation MT300                | 1     |
| Finance & Adm General Man | TSW1 - SWIFT Generation MT300                | 1     |
| Finance Admin             | TSW1 - SWIFT Generation MT300                | 1     |
| Financial & Accounting Su | TSW1 - SWIFT Generation MT300                | 1     |
| Financial Control Departm | TSW1 - SWIFT Generation MT300                | 1     |
| Trade Finance Admin.      | TSW1 - SWIFT Generation MT300                | 1     |
| Trade Finance Officer     | TSW1 - SWIFT Generation MT300                | 1     |
| Treasury & Bangking Manag | TSW1 - SWIFT Generation MT300                | 1     |
| Treasury General Manager  | TSW1 - SWIFT Generation MT300                | 1     |
| Treasury Settlement Offic | TSW1 - SWIFT Generation MT300                | 1     |
| Treasury Superintendent   | TSW1 - SWIFT Generation MT300                | 1     |
| Bank & Trade Finance Mana | TX.3 - Display Forex Transaction             | 1     |
| Finance & Adm General Man | TX.3 - Display Forex Transaction             | 1     |
| Financial & Accounting Su | TX.3 - Display Forex Transaction             | 1     |
| Financial Control Departm | TX.3 - Display Forex Transaction             | 1     |
| Trade Finance Officer     | TX.3 - Display Forex Transaction             | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Treasury & Bangking Manag | TX.3 - Display Forex Transaction | 1     |
| Treasury General Manager  | TX.3 - Display Forex Transaction | 1     |
| Treasury Superintendent   | TX.3 - Display Forex Transaction | 1     |
| Bank & Trade Finance Mana | TX04 - Reverse Activity          | 1     |
| Finance & Adm General Man | TX04 - Reverse Activity          | 1     |
| Financial & Accounting Su | TX04 - Reverse Activity          | 1     |
| Financial Control Departm | TX04 - Reverse Activity          | 1     |
| Trade Finance Officer     | TX04 - Reverse Activity          | 1     |
| Treasury & Bangking Manag | TX04 - Reverse Activity          | 1     |
| Treasury General Manager  | TX04 - Reverse Activity          | 1     |
| Treasury Superintendent   | TX04 - Reverse Activity          | 1     |
| Accounting Officer        | TX10 - Create Forex Swap         | 1     |
| Bank & Trade Finance Mana | TX10 - Create Forex Swap         | 1     |
| Bank Rels. Officer & Cash | TX10 - Create Forex Swap         | 1     |
| Cash Management Officer   | TX10 - Create Forex Swap         | 1     |
| Finance & Adm General Man | TX10 - Create Forex Swap         | 1     |
| Finance Admin             | TX10 - Create Forex Swap         | 1     |
| Financial & Accounting Su | TX10 - Create Forex Swap         | 1     |
| Financial Control Departm | TX10 - Create Forex Swap         | 1     |
| Trade Finance Admin.      | TX10 - Create Forex Swap         | 1     |
| Trade Finance Officer     | TX10 - Create Forex Swap         | 1     |
| Treasury & Bangking Manag | TX10 - Create Forex Swap         | 1     |
| Treasury General Manager  | TX10 - Create Forex Swap         | 1     |
| Treasury Settlement Offic | TX10 - Create Forex Swap         | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Treasury Superintendent   | TX10 - Create Forex Swap            | 1     |
| Bank & Trade Finance Mana | TX11 - Rollover on previous basis   | 1     |
| Finance & Adm General Man | TX11 - Rollover on previous basis   | 1     |
| Financial & Accounting Su | TX11 - Rollover on previous basis   | 1     |
| Financial Control Departm | TX11 - Rollover on previous basis   | 1     |
| Trade Finance Officer     | TX11 - Rollover on previous basis   | 1     |
| Treasury & Bangking Manag | TX11 - Rollover on previous basis   | 1     |
| Treasury General Manager  | TX11 - Rollover on previous basis   | 1     |
| Treasury Superintendent   | TX11 - Rollover on previous basis   | 1     |
| Bank & Trade Finance Mana | TX-5 - Settle forex transaction     | 1     |
| Finance & Adm General Man | TX-5 - Settle forex transaction     | 1     |
| Financial & Accounting Su | TX-5 - Settle forex transaction     | 1     |
| Financial Control Departm | TX-5 - Settle forex transaction     | 1     |
| Trade Finance Officer     | TX-5 - Settle forex transaction     | 1     |
| Treasury & Bangking Manag | TX-5 - Settle forex transaction     | 1     |
| Treasury General Manager  | TX-5 - Settle forex transaction     | 1     |
| Treasury Superintendent   | TX-5 - Settle forex transaction     | 1     |
| Area 1 Marketing & S. man | V.00 - List of Incomplete Documents | 1     |
| Area 2 Marketing & S. man | V.00 - List of Incomplete Documents | 1     |
| Area 3 Marketing & S. man | V.00 - List of Incomplete Documents | 1     |
| Marketing Support Officer | V.00 - List of Incomplete Documents | 1     |
| Shipment Admin Officer    | V.00 - List of Incomplete Documents | 1     |
| Area 1 Marketing & S. man | V.01 - Sales Order Error Log        | 1     |
| Area 2 Marketing & S. man | V.01 - Sales Order Error Log        | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Area 3 Marketing & S. man | V.01 - Sales Order Error Log           | 1     |
| Marketing Support Officer | V.01 - Sales Order Error Log           | 1     |
| Shipment Admin Officer    | V.01 - Sales Order Error Log           | 1     |
| Area 1 Marketing & S. man | V.02 - List of Incomplete Sales Orders | 1     |
| Area 2 Marketing & S. man | V.02 - List of Incomplete Sales Orders | 1     |
| Area 3 Marketing & S. man | V.02 - List of Incomplete Sales Orders | 1     |
| External Auditor          | V.02 - List of Incomplete Sales Orders | 1     |
| Finance Reporting Officer | V.02 - List of Incomplete Sales Orders | 1     |
| Financial Reporting Manag | V.02 - List of Incomplete Sales Orders | 1     |
| Financial Reporting Offic | V.02 - List of Incomplete Sales Orders | 1     |
| Financial Reporting Senio | V.02 - List of Incomplete Sales Orders | 1     |
| Internal Auditor          | V.02 - List of Incomplete Sales Orders | 1     |
| Marketing Support Officer | V.02 - List of Incomplete Sales Orders | 1     |
| SAP Support               | V.02 - List of Incomplete Sales Orders | 1     |
| Shipment Admin Officer    | V.02 - List of Incomplete Sales Orders | 1     |
| Area 1 Marketing & S. man | V.06 - List of Incomplete Contracts    | 1     |
| Area 2 Marketing & S. man | V.06 - List of Incomplete Contracts    | 1     |
| Area 3 Marketing & S. man | V.06 - List of Incomplete Contracts    | 1     |
| Marketing Support Officer | V.06 - List of Incomplete Contracts    | 1     |
| Shipment Admin Officer    | V.06 - List of Incomplete Contracts    | 1     |
| Area 1 Marketing & S. man | V.15 - Display Backorders              | 1     |
| Area 2 Marketing & S. man | V.15 - Display Backorders              | 1     |
| Area 3 Marketing & S. man | V.15 - Display Backorders              | 1     |
| External Auditor          | V.15 - Display Backorders              | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | V.15 - Display Backorders                   | 1     |
| Financial Reporting Manag | V.15 - Display Backorders                   | 1     |
| Financial Reporting Offic | V.15 - Display Backorders                   | 1     |
| Financial Reporting Senio | V.15 - Display Backorders                   | 1     |
| Internal Auditor          | V.15 - Display Backorders                   | 1     |
| Marketing Support Officer | V.15 - Display Backorders                   | 1     |
| SAP Support               | V.15 - Display Backorders                   | 1     |
| Shipment Admin Officer    | V.15 - Display Backorders                   | 1     |
| External Auditor          | V.26 - Selection by Object Status           | 1     |
| Finance Reporting Officer | V.26 - Selection by Object Status           | 1     |
| Financial Reporting Manag | V.26 - Selection by Object Status           | 1     |
| Financial Reporting Offic | V.26 - Selection by Object Status           | 1     |
| Financial Reporting Senio | V.26 - Selection by Object Status           | 1     |
| Internal Auditor          | V.26 - Selection by Object Status           | 1     |
| SAP Support               | V.26 - Selection by Object Status           | 1     |
| External Auditor          | V/08 - Conditions: Procedure for A V        | 1     |
| Finance Reporting Officer | V/08 - Conditions: Procedure for A V        | 1     |
| Financial Reporting Manag | V/08 - Conditions: Procedure for A V        | 1     |
| Financial Reporting Offic | V/08 - Conditions: Procedure for A V        | 1     |
| Financial Reporting Senio | V/08 - Conditions: Procedure for A V        | 1     |
| Internal Auditor          | V/08 - Conditions: Procedure for A V        | 1     |
| SAP Support               | V/08 - Conditions: Procedure for A V        | 1     |
| External Auditor          | V/11 - Conditions: Account Determin.Proced. | 1     |
| Finance Reporting Officer | V/11 - Conditions: Account Determin.Proced. | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Reporting Manag | V/11 - Conditions: Account Determin.Proced. | 1     |
| Financial Reporting Offic | V/11 - Conditions: Account Determin.Proced. | 1     |
| Financial Reporting Senio | V/11 - Conditions: Account Determin.Proced. | 1     |
| Internal Auditor          | V/11 - Conditions: Account Determin.Proced. | 1     |
| SAP Support               | V/11 - Conditions: Account Determin.Proced. | 1     |
| Area 1 Marketing & S. man | V/LD - Execute pricing report               | 1     |
| Area 2 Marketing & S. man | V/LD - Execute pricing report               | 1     |
| Area 3 Marketing & S. man | V/LD - Execute pricing report               | 1     |
| External Auditor          | V/LD - Execute pricing report               | 1     |
| Finance Reporting Officer | V/LD - Execute pricing report               | 1     |
| Financial Reporting Manag | V/LD - Execute pricing report               | 1     |
| Financial Reporting Offic | V/LD - Execute pricing report               | 1     |
| Financial Reporting Senio | V/LD - Execute pricing report               | 1     |
| Internal Auditor          | V/LD - Execute pricing report               | 1     |
| Marketing Support Officer | V/LD - Execute pricing report               | 1     |
| SAP Support               | V/LD - Execute pricing report               | 1     |
| Shipment Admin Officer    | V/LD - Execute pricing report               | 1     |
| Area 1 Marketing & S. man | V_UC - Incomplete SD Documents              | 1     |
| Area 2 Marketing & S. man | V_UC - Incomplete SD Documents              | 1     |
| Area 3 Marketing & S. man | V_UC - Incomplete SD Documents              | 1     |
| External Auditor          | V_UC - Incomplete SD Documents              | 1     |
| Finance Reporting Officer | V_UC - Incomplete SD Documents              | 1     |
| Financial Reporting Manag | V_UC - Incomplete SD Documents              | 1     |
| Financial Reporting Offic | V_UC - Incomplete SD Documents              | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | V_UC - Incomplete SD Documents            | 1     |
| Internal Auditor          | V_UC - Incomplete SD Documents            | 1     |
| Marketing Support Officer | V_UC - Incomplete SD Documents            | 1     |
| SAP Support               | V_UC - Incomplete SD Documents            | 1     |
| Shipment Admin Officer    | V_UC - Incomplete SD Documents            | 1     |
| Area 1 Marketing & S. man | V23 - Sales Documents Blocked for Billing | 1     |
| Area 2 Marketing & S. man | V23 - Sales Documents Blocked for Billing | 1     |
| Area 3 Marketing & S. man | V23 - Sales Documents Blocked for Billing | 1     |
| External Auditor          | V23 - Sales Documents Blocked for Billing | 1     |
| Finance Reporting Officer | V23 - Sales Documents Blocked for Billing | 1     |
| Financial Reporting Manag | V23 - Sales Documents Blocked for Billing | 1     |
| Financial Reporting Offic | V23 - Sales Documents Blocked for Billing | 1     |
| Financial Reporting Senio | V23 - Sales Documents Blocked for Billing | 1     |
| Internal Auditor          | V23 - Sales Documents Blocked for Billing | 1     |
| Marketing Support Officer | V23 - Sales Documents Blocked for Billing | 1     |
| SAP Support               | V23 - Sales Documents Blocked for Billing | 1     |
| Shipment Admin Officer    | V23 - Sales Documents Blocked for Billing | 1     |
| Shipment Admin Officer    | VA01 - Create Sales Order                 | 1     |
| Shipment Admin Officer    | VA02 - Change Sales Order                 | 1     |
| Accounting Administrator  | VA03 - Display Sales Order                | 1     |
| Accounting Officer        | VA03 - Display Sales Order                | 1     |
| Area 1 Marketing & S. man | VA03 - Display Sales Order                | 1     |
| Area 2 Marketing & S. man | VA03 - Display Sales Order                | 1     |
| Area 3 Marketing & S. man | VA03 - Display Sales Order                | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| External Auditor          | VA03 - Display Sales Order  | 1     |
| Finance Admin             | VA03 - Display Sales Order  | 1     |
| Finance Reporting Officer | VA03 - Display Sales Order  | 1     |
| Financial & Accounting Su | VA03 - Display Sales Order  | 1     |
| Financial Control Departm | VA03 - Display Sales Order  | 1     |
| Financial Reporting Manag | VA03 - Display Sales Order  | 1     |
| Financial Reporting Offic | VA03 - Display Sales Order  | 1     |
| Financial Reporting Senio | VA03 - Display Sales Order  | 1     |
| Financial Reporting Super | VA03 - Display Sales Order  | 1     |
| Gen. Accounting Superviso | VA03 - Display Sales Order  | 1     |
| Internal Auditor          | VA03 - Display Sales Order  | 1     |
| Marketing Support Officer | VA03 - Display Sales Order  | 1     |
| SAP Support               | VA03 - Display Sales Order  | 1     |
| Shipment Admin Officer    | VA03 - Display Sales Order  | 1     |
| Transport Analyst         | VA03 - Display Sales Order  | 1     |
| Accounting Administrator  | VA05 - List of Sales Orders | 1     |
| Accounting Officer        | VA05 - List of Sales Orders | 1     |
| Area 1 Marketing & S. man | VA05 - List of Sales Orders | 1     |
| Area 2 Marketing & S. man | VA05 - List of Sales Orders | 1     |
| Area 3 Marketing & S. man | VA05 - List of Sales Orders | 1     |
| External Auditor          | VA05 - List of Sales Orders | 1     |
| Finance Admin             | VA05 - List of Sales Orders | 1     |
| Finance Reporting Officer | VA05 - List of Sales Orders | 1     |
| Financial & Accounting Su | VA05 - List of Sales Orders | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Financial Control Departm | VA05 - List of Sales Orders                 | 1     |
| Financial Reporting Manag | VA05 - List of Sales Orders                 | 1     |
| Financial Reporting Offic | VA05 - List of Sales Orders                 | 1     |
| Financial Reporting Senio | VA05 - List of Sales Orders                 | 1     |
| Financial Reporting Super | VA05 - List of Sales Orders                 | 1     |
| Gen. Accounting Superviso | VA05 - List of Sales Orders                 | 1     |
| Internal Auditor          | VA05 - List of Sales Orders                 | 1     |
| Marketing Support Officer | VA05 - List of Sales Orders                 | 1     |
| SAP Support               | VA05 - List of Sales Orders                 | 1     |
| Shipment Admin Officer    | VA05 - List of Sales Orders                 | 1     |
| External Auditor          | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| Finance Reporting Officer | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| Financial Reporting Manag | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| Financial Reporting Offic | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| Financial Reporting Senio | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| Internal Auditor          | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| SAP Support               | VA07 - Compare Sales - Purchasing (Order)   | 1     |
| External Auditor          | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |
| Finance Reporting Officer | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |
| Financial Reporting Manag | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |
| Financial Reporting Offic | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |
| Financial Reporting Senio | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |
| Internal Auditor          | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |
| SAP Support               | VA08 - Compare Sales - Purchasing (Org.Dt.) | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Shipment Admin Officer    | VA11 - Create Inquiry                        | 1     |
| Area 1 Marketing & S. man | VA12 - Change Inquiry                        | 1     |
| Area 2 Marketing & S. man | VA12 - Change Inquiry                        | 1     |
| Area 3 Marketing & S. man | VA12 - Change Inquiry                        | 1     |
| Marketing Support Officer | VA12 - Change Inquiry                        | 1     |
| Shipment Admin Officer    | VA12 - Change Inquiry                        | 1     |
| Area 1 Marketing & S. man | VA13 - Display Inquiry                       | 1     |
| Area 2 Marketing & S. man | VA13 - Display Inquiry                       | 1     |
| Area 3 Marketing & S. man | VA13 - Display Inquiry                       | 1     |
| Marketing Support Officer | VA13 - Display Inquiry                       | 1     |
| Shipment Admin Officer    | VA13 - Display Inquiry                       | 1     |
| Area 1 Marketing & S. man | VA14L - Sales Documents Blocked for Delivery | 1     |
| Area 2 Marketing & S. man | VA14L - Sales Documents Blocked for Delivery | 1     |
| Area 3 Marketing & S. man | VA14L - Sales Documents Blocked for Delivery | 1     |
| External Auditor          | VA14L - Sales Documents Blocked for Delivery | 1     |
| Finance Reporting Officer | VA14L - Sales Documents Blocked for Delivery | 1     |
| Financial Reporting Manag | VA14L - Sales Documents Blocked for Delivery | 1     |
| Financial Reporting Offic | VA14L - Sales Documents Blocked for Delivery | 1     |
| Financial Reporting Senio | VA14L - Sales Documents Blocked for Delivery | 1     |
| Internal Auditor          | VA14L - Sales Documents Blocked for Delivery | 1     |
| Marketing Support Officer | VA14L - Sales Documents Blocked for Delivery | 1     |
| SAP Support               | VA14L - Sales Documents Blocked for Delivery | 1     |
| Shipment Admin Officer    | VA14L - Sales Documents Blocked for Delivery | 1     |
| Area 1 Marketing & S. man | VA15 - Inquiries List                        | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Area 2 Marketing & S. man | VA15 - Inquiries List    | 1     |
| Area 3 Marketing & S. man | VA15 - Inquiries List    | 1     |
| Marketing Support Officer | VA15 - Inquiries List    | 1     |
| Shipment Admin Officer    | VA15 - Inquiries List    | 1     |
| Shipment Admin Officer    | VA21 - Create Quotation  | 1     |
| Area 1 Marketing & S. man | VA22 - Change Quotation  | 1     |
| Area 2 Marketing & S. man | VA22 - Change Quotation  | 1     |
| Area 3 Marketing & S. man | VA22 - Change Quotation  | 1     |
| Marketing Support Officer | VA22 - Change Quotation  | 1     |
| Shipment Admin Officer    | VA22 - Change Quotation  | 1     |
| Area 1 Marketing & S. man | VA23 - Display Quotation | 1     |
| Area 2 Marketing & S. man | VA23 - Display Quotation | 1     |
| Area 3 Marketing & S. man | VA23 - Display Quotation | 1     |
| External Auditor          | VA23 - Display Quotation | 1     |
| Finance Reporting Officer | VA23 - Display Quotation | 1     |
| Financial Reporting Manag | VA23 - Display Quotation | 1     |
| Financial Reporting Offic | VA23 - Display Quotation | 1     |
| Financial Reporting Senio | VA23 - Display Quotation | 1     |
| Internal Auditor          | VA23 - Display Quotation | 1     |
| Marketing Support Officer | VA23 - Display Quotation | 1     |
| SAP Support               | VA23 - Display Quotation | 1     |
| Shipment Admin Officer    | VA23 - Display Quotation | 1     |
| Area 1 Marketing & S. man | VA25 - Quotations List   | 1     |
| Area 2 Marketing & S. man | VA25 - Quotations List   | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Area 3 Marketing & S. man | VA25 - Quotations List               | 1     |
| External Auditor          | VA25 - Quotations List               | 1     |
| Finance Reporting Officer | VA25 - Quotations List               | 1     |
| Financial Reporting Manag | VA25 - Quotations List               | 1     |
| Financial Reporting Offic | VA25 - Quotations List               | 1     |
| Financial Reporting Senio | VA25 - Quotations List               | 1     |
| Internal Auditor          | VA25 - Quotations List               | 1     |
| Marketing Support Officer | VA25 - Quotations List               | 1     |
| SAP Support               | VA25 - Quotations List               | 1     |
| Shipment Admin Officer    | VA25 - Quotations List               | 1     |
| External Auditor          | VA33 - Display Scheduling Agreement  | 1     |
| Finance Reporting Officer | VA33 - Display Scheduling Agreement  | 1     |
| Financial Reporting Manag | VA33 - Display Scheduling Agreement  | 1     |
| Financial Reporting Offic | VA33 - Display Scheduling Agreement  | 1     |
| Financial Reporting Senio | VA33 - Display Scheduling Agreement  | 1     |
| Internal Auditor          | VA33 - Display Scheduling Agreement  | 1     |
| SAP Support               | VA33 - Display Scheduling Agreement  | 1     |
| External Auditor          | VA35 - List of Scheduling Agreements | 1     |
| Finance Reporting Officer | VA35 - List of Scheduling Agreements | 1     |
| Financial Reporting Manag | VA35 - List of Scheduling Agreements | 1     |
| Financial Reporting Offic | VA35 - List of Scheduling Agreements | 1     |
| Financial Reporting Senio | VA35 - List of Scheduling Agreements | 1     |
| Internal Auditor          | VA35 - List of Scheduling Agreements | 1     |
| SAP Support               | VA35 - List of Scheduling Agreements | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Shipment Admin Officer    | VA35 - List of Scheduling Agreements | 1     |
| Marketing & transp. Direc | VA41 - Create Contract               | 1     |
| Marketing & transp.Deputy | VA41 - Create Contract               | 1     |
| Shipment Admin Officer    | VA41 - Create Contract               | 1     |
| Transport & Shipment Mana | VA41 - Create Contract               | 1     |
| Area 1 Marketing & S. man | VA42 - Change Contract               | 1     |
| Area 2 Marketing & S. man | VA42 - Change Contract               | 1     |
| Area 3 Marketing & S. man | VA42 - Change Contract               | 1     |
| Marketing & transp. Direc | VA42 - Change Contract               | 1     |
| Marketing & transp.Deputy | VA42 - Change Contract               | 1     |
| Marketing Support Officer | VA42 - Change Contract               | 1     |
| Shipment Admin Officer    | VA42 - Change Contract               | 1     |
| Transport & Shipment Mana | VA42 - Change Contract               | 1     |
| Area 1 Marketing & S. man | VA43 - Display Contract              | 1     |
| Area 2 Marketing & S. man | VA43 - Display Contract              | 1     |
| Area 3 Marketing & S. man | VA43 - Display Contract              | 1     |
| External Auditor          | VA43 - Display Contract              | 1     |
| Finance Reporting Officer | VA43 - Display Contract              | 1     |
| Financial Reporting Manag | VA43 - Display Contract              | 1     |
| Financial Reporting Offic | VA43 - Display Contract              | 1     |
| Financial Reporting Senio | VA43 - Display Contract              | 1     |
| Internal Auditor          | VA43 - Display Contract              | 1     |
| Marketing & transp. Direc | VA43 - Display Contract              | 1     |
| Marketing & transp.Deputy | VA43 - Display Contract              | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Marketing Support Officer | VA43 - Display Contract  | 1     |
| SAP Support               | VA43 - Display Contract  | 1     |
| Shipment Admin Officer    | VA43 - Display Contract  | 1     |
| Transport & Shipment Mana | VA43 - Display Contract  | 1     |
| Accounting Administrator  | VA45 - List of Contracts | 1     |
| Accounting Officer        | VA45 - List of Contracts | 1     |
| Area 1 Marketing & S. man | VA45 - List of Contracts | 1     |
| Area 2 Marketing & S. man | VA45 - List of Contracts | 1     |
| Area 3 Marketing & S. man | VA45 - List of Contracts | 1     |
| External Auditor          | VA45 - List of Contracts | 1     |
| Finance Admin             | VA45 - List of Contracts | 1     |
| Finance Reporting Officer | VA45 - List of Contracts | 1     |
| Financial & Accounting Su | VA45 - List of Contracts | 1     |
| Financial Control Departm | VA45 - List of Contracts | 1     |
| Financial Reporting Manag | VA45 - List of Contracts | 1     |
| Financial Reporting Offic | VA45 - List of Contracts | 1     |
| Financial Reporting Senio | VA45 - List of Contracts | 1     |
| Financial Reporting Super | VA45 - List of Contracts | 1     |
| Gen. Accounting Superviso | VA45 - List of Contracts | 1     |
| Internal Auditor          | VA45 - List of Contracts | 1     |
| Marketing & transp. Direc | VA45 - List of Contracts | 1     |
| Marketing & transp.Deputy | VA45 - List of Contracts | 1     |
| Marketing Support Officer | VA45 - List of Contracts | 1     |
| SAP Support               | VA45 - List of Contracts | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Shipment Admin Officer    | VA45 - List of Contracts                     | 1     |
| Transport & Shipment Mana | VA45 - List of Contracts                     | 1     |
| Shipment Admin Officer    | VA55 - List of Item Proposals                | 1     |
| External Auditor          | VB(8 - List Rebate Agreements                | 1     |
| Finance Reporting Officer | VB(8 - List Rebate Agreements                | 1     |
| Financial Reporting Manag | VB(8 - List Rebate Agreements                | 1     |
| Financial Reporting Offic | VB(8 - List Rebate Agreements                | 1     |
| Financial Reporting Senio | VB(8 - List Rebate Agreements                | 1     |
| Internal Auditor          | VB(8 - List Rebate Agreements                | 1     |
| SAP Support               | VB(8 - List Rebate Agreements                | 1     |
| External Auditor          | VB03 - Display Material<br>Listing/Exclusion | 1     |
| Finance Reporting Officer | VB03 - Display Material<br>Listing/Exclusion | 1     |
| Financial Reporting Manag | VB03 - Display Material<br>Listing/Exclusion | 1     |
| Financial Reporting Offic | VB03 - Display Material<br>Listing/Exclusion | 1     |
| Financial Reporting Senio | VB03 - Display Material<br>Listing/Exclusion | 1     |
| Internal Auditor          | VB03 - Display Material<br>Listing/Exclusion | 1     |
| SAP Support               | VB03 - Display Material<br>Listing/Exclusion | 1     |
| Shipment Admin Officer    | VC/2 - Customer Master Data Sheet            | 1     |
| SAP Support               | VCUST - Customer List                        | 1     |
| AP Control Manager        | VF01 - Create Billing Document               | 1     |
| AR Control Superintendent | VF01 - Create Billing Document               | 1     |
| AR NON Trade Control Serv | VF01 - Create Billing Document               | 1     |
| AR Officer                | VF01 - Create Billing Document               | 1     |
| AR Trade Control Service  | VF01 - Create Billing Document               | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Finance Reporting Officer | VF01 - Create Billing Document  | 1     |
| Financial & Accounting Su | VF01 - Create Billing Document  | 1     |
| Financial Reporting Manag | VF01 - Create Billing Document  | 1     |
| Financial Reporting Offic | VF01 - Create Billing Document  | 1     |
| Financial Reporting Super | VF01 - Create Billing Document  | 1     |
| AP Control Manager        | VF02 - Change Billing Document  | 1     |
| AR Control Superintendent | VF02 - Change Billing Document  | 1     |
| AR NON Trade Control Serv | VF02 - Change Billing Document  | 1     |
| AR Officer                | VF02 - Change Billing Document  | 1     |
| AR Trade Control Service  | VF02 - Change Billing Document  | 1     |
| Finance Reporting Officer | VF02 - Change Billing Document  | 1     |
| Financial & Accounting Su | VF02 - Change Billing Document  | 1     |
| Financial Reporting Manag | VF02 - Change Billing Document  | 1     |
| Financial Reporting Offic | VF02 - Change Billing Document  | 1     |
| Financial Reporting Super | VF02 - Change Billing Document  | 1     |
| AP Control Manager        | VF03 - Display Billing Document | 1     |
| AR Control Superintendent | VF03 - Display Billing Document | 1     |
| AR NON Trade Control Serv | VF03 - Display Billing Document | 1     |
| AR Officer                | VF03 - Display Billing Document | 1     |
| AR Trade Control Service  | VF03 - Display Billing Document | 1     |
| Area 1 Marketing & S. man | VF03 - Display Billing Document | 1     |
| Area 2 Marketing & S. man | VF03 - Display Billing Document | 1     |
| Area 3 Marketing & S. man | VF03 - Display Billing Document | 1     |
| External Auditor          | VF03 - Display Billing Document | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Finance Reporting Officer | VF03 - Display Billing Document  | 1     |
| Financial & Accounting Su | VF03 - Display Billing Document  | 1     |
| Financial Reporting Manag | VF03 - Display Billing Document  | 1     |
| Financial Reporting Offic | VF03 - Display Billing Document  | 1     |
| Financial Reporting Senio | VF03 - Display Billing Document  | 1     |
| Financial Reporting Super | VF03 - Display Billing Document  | 1     |
| Internal Auditor          | VF03 - Display Billing Document  | 1     |
| Marketing Support Officer | VF03 - Display Billing Document  | 1     |
| SAP Support               | VF03 - Display Billing Document  | 1     |
| Shipment Admin Officer    | VF03 - Display Billing Document  | 1     |
| Transport Analyst         | VF03 - Display Billing Document  | 1     |
| AP Control Manager        | VF04 - Maintain Billing Due List | 1     |
| AR Control Superintendent | VF04 - Maintain Billing Due List | 1     |
| AR NON Trade Control Serv | VF04 - Maintain Billing Due List | 1     |
| AR Officer                | VF04 - Maintain Billing Due List | 1     |
| AR Trade Control Service  | VF04 - Maintain Billing Due List | 1     |
| Finance Reporting Officer | VF04 - Maintain Billing Due List | 1     |
| Financial & Accounting Su | VF04 - Maintain Billing Due List | 1     |
| Financial Reporting Manag | VF04 - Maintain Billing Due List | 1     |
| Financial Reporting Offic | VF04 - Maintain Billing Due List | 1     |
| Financial Reporting Super | VF04 - Maintain Billing Due List | 1     |
| External Auditor          | VF04_AIS - VF04_AIS              | 1     |
| Finance Reporting Officer | VF04_AIS - VF04_AIS              | 1     |
| Financial Reporting Manag | VF04_AIS - VF04_AIS              | 1     |

| HR Position               | Code Matrix                   | Count |
|---------------------------|-------------------------------|-------|
| Financial Reporting Offic | VF04_AIS - VF04_AIS           | 1     |
| Financial Reporting Senio | VF04_AIS - VF04_AIS           | 1     |
| Internal Auditor          | VF04_AIS - VF04_AIS           | 1     |
| SAP Support               | VF04_AIS - VF04_AIS           | 1     |
| AP Control Manager        | VF05 - List Billing Documents | 1     |
| AR Control Superintendent | VF05 - List Billing Documents | 1     |
| AR NON Trade Control Serv | VF05 - List Billing Documents | 1     |
| AR Officer                | VF05 - List Billing Documents | 1     |
| AR Trade Control Service  | VF05 - List Billing Documents | 1     |
| Area 1 Marketing & S. man | VF05 - List Billing Documents | 1     |
| Area 2 Marketing & S. man | VF05 - List Billing Documents | 1     |
| Area 3 Marketing & S. man | VF05 - List Billing Documents | 1     |
| External Auditor          | VF05 - List Billing Documents | 1     |
| Finance Reporting Officer | VF05 - List Billing Documents | 1     |
| Financial & Accounting Su | VF05 - List Billing Documents | 1     |
| Financial Reporting Manag | VF05 - List Billing Documents | 1     |
| Financial Reporting Offic | VF05 - List Billing Documents | 1     |
| Financial Reporting Senio | VF05 - List Billing Documents | 1     |
| Financial Reporting Super | VF05 - List Billing Documents | 1     |
| Internal Auditor          | VF05 - List Billing Documents | 1     |
| Marketing Support Officer | VF05 - List Billing Documents | 1     |
| SAP Support               | VF05 - List Billing Documents | 1     |
| Shipment Admin Officer    | VF05 - List Billing Documents | 1     |
| Transport Analyst         | VF05 - List Billing Documents | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| External Auditor          | VF07 - Display bill. document from archive | 1     |
| Finance Reporting Officer | VF07 - Display bill. document from archive | 1     |
| Financial Reporting Manag | VF07 - Display bill. document from archive | 1     |
| Financial Reporting Offic | VF07 - Display bill. document from archive | 1     |
| Financial Reporting Senio | VF07 - Display bill. document from archive | 1     |
| Internal Auditor          | VF07 - Display bill. document from archive | 1     |
| SAP Support               | VF07 - Display bill. document from archive | 1     |
| AP Control Manager        | VF11 - Cancel Billing Document             | 1     |
| AR Control Superintendent | VF11 - Cancel Billing Document             | 1     |
| AR NON Trade Control Serv | VF11 - Cancel Billing Document             | 1     |
| AR Officer                | VF11 - Cancel Billing Document             | 1     |
| AR Trade Control Service  | VF11 - Cancel Billing Document             | 1     |
| Finance Reporting Officer | VF11 - Cancel Billing Document             | 1     |
| Financial & Accounting Su | VF11 - Cancel Billing Document             | 1     |
| Financial Reporting Manag | VF11 - Cancel Billing Document             | 1     |
| Financial Reporting Offic | VF11 - Cancel Billing Document             | 1     |
| Financial Reporting Super | VF11 - Cancel Billing Document             | 1     |
| External Auditor          | VF23 - Display Invoice List                | 1     |
| Finance Reporting Officer | VF23 - Display Invoice List                | 1     |
| Financial Reporting Manag | VF23 - Display Invoice List                | 1     |
| Financial Reporting Offic | VF23 - Display Invoice List                | 1     |
| Financial Reporting Senio | VF23 - Display Invoice List                | 1     |
| Internal Auditor          | VF23 - Display Invoice List                | 1     |
| SAP Support               | VF23 - Display Invoice List                | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| External Auditor          | VF25 - List of Invoice Lists                   | 1     |
| Finance Reporting Officer | VF25 - List of Invoice Lists                   | 1     |
| Financial Reporting Manag | VF25 - List of Invoice Lists                   | 1     |
| Financial Reporting Offic | VF25 - List of Invoice Lists                   | 1     |
| Financial Reporting Senio | VF25 - List of Invoice Lists                   | 1     |
| Internal Auditor          | VF25 - List of Invoice Lists                   | 1     |
| SAP Support               | VF25 - List of Invoice Lists                   | 1     |
| External Auditor          | VF27 - Display invoice list from archive       | 1     |
| Finance Reporting Officer | VF27 - Display invoice list from archive       | 1     |
| Financial Reporting Manag | VF27 - Display invoice list from archive       | 1     |
| Financial Reporting Offic | VF27 - Display invoice list from archive       | 1     |
| Financial Reporting Senio | VF27 - Display invoice list from archive       | 1     |
| Internal Auditor          | VF27 - Display invoice list from archive       | 1     |
| SAP Support               | VF27 - Display invoice list from archive       | 1     |
| External Auditor          | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| Finance Reporting Officer | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| Financial Reporting Manag | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| Financial Reporting Offic | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| Financial Reporting Senio | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| Internal Auditor          | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| SAP Support               | VF47 - Revenue<br>Recognition:ConsistencyCheck | 1     |
| External Auditor          | VF48 - Revenue Recognition: Compare Report     | 1     |
| Finance Reporting Officer | VF48 - Revenue Recognition: Compare Report     | 1     |
| Financial Reporting Manag | VF48 - Revenue Recognition: Compare Report     | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | VF48 - Revenue Recognition: Compare Report | 1     |
| Financial Reporting Senio | VF48 - Revenue Recognition: Compare Report | 1     |
| Internal Auditor          | VF48 - Revenue Recognition: Compare Report | 1     |
| SAP Support               | VF48 - Revenue Recognition: Compare Report | 1     |
| Marine Support Officer    | VI01 - Create shipment costs               | 1     |
| Port Engineer             | VI01 - Create shipment costs               | 1     |
| PQDC Officer              | VI01 - Create shipment costs               | 1     |
| Shipment Admin Officer    | VI01 - Create shipment costs               | 1     |
| Shipping Admin Officer    | VI01 - Create shipment costs               | 1     |
| Traffic & Admin Superinte | VI01 - Create shipment costs               | 1     |
| Transhipment Supervisor   | VI01 - Create shipment costs               | 1     |
| Transport Analyst         | VI01 - Create shipment costs               | 1     |
| Marine Support Officer    | VI02 - Change shipment costs               | 1     |
| Port Engineer             | VI02 - Change shipment costs               | 1     |
| PQDC Officer              | VI02 - Change shipment costs               | 1     |
| Shipment Admin Officer    | VI02 - Change shipment costs               | 1     |
| Shipping Admin Officer    | VI02 - Change shipment costs               | 1     |
| Traffic & Admin Superinte | VI02 - Change shipment costs               | 1     |
| Transhipment Supervisor   | VI02 - Change shipment costs               | 1     |
| Transport Analyst         | VI02 - Change shipment costs               | 1     |
| Accounting Manager        | VI03 - Display shipment costs              | 1     |
| Area 1 Marketing & S. man | VI03 - Display shipment costs              | 1     |
| Area 2 Marketing & S. man | VI03 - Display shipment costs              | 1     |
| Area 3 Marketing & S. man | VI03 - Display shipment costs              | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| External Auditor          | VI03 - Display shipment costs           | 1     |
| Finance Rep. & Analyst Ma | VI03 - Display shipment costs           | 1     |
| Finance Reporting Officer | VI03 - Display shipment costs           | 1     |
| Financial Control Departm | VI03 - Display shipment costs           | 1     |
| Financial Reporting Manag | VI03 - Display shipment costs           | 1     |
| Financial Reporting Offic | VI03 - Display shipment costs           | 1     |
| Financial Reporting Senio | VI03 - Display shipment costs           | 1     |
| Internal Auditor          | VI03 - Display shipment costs           | 1     |
| Marine Support Officer    | VI03 - Display shipment costs           | 1     |
| Marketing Support Officer | VI03 - Display shipment costs           | 1     |
| Port Engineer             | VI03 - Display shipment costs           | 1     |
| PQDC Officer              | VI03 - Display shipment costs           | 1     |
| SAP Support               | VI03 - Display shipment costs           | 1     |
| Shipment Admin Officer    | VI03 - Display shipment costs           | 1     |
| Shipping Admin Officer    | VI03 - Display shipment costs           | 1     |
| Traffic & Admin Superinte | VI03 - Display shipment costs           | 1     |
| Transhipment Supervisor   | VI03 - Display shipment costs           | 1     |
| Transport Analyst         | VI03 - Display shipment costs           | 1     |
| Marine Support Officer    | VI11 - List shipment costs: Calculation | 1     |
| Port Engineer             | VI11 - List shipment costs: Calculation | 1     |
| PQDC Officer              | VI11 - List shipment costs: Calculation | 1     |
| Shipment Admin Officer    | VI11 - List shipment costs: Calculation | 1     |
| Shipping Admin Officer    | VI11 - List shipment costs: Calculation | 1     |
| Transhipment Supervisor   | VI11 - List shipment costs: Calculation | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Transport Analyst         | VI11 - List shipment costs: Calculation | 1     |
| Marine Support Officer    | VI12 - List shipment costs: Settlement  | 1     |
| Port Engineer             | VI12 - List shipment costs: Settlement  | 1     |
| PQDC Officer              | VI12 - List shipment costs: Settlement  | 1     |
| Shipment Admin Officer    | VI12 - List shipment costs: Settlement  | 1     |
| Shipping Admin Officer    | VI12 - List shipment costs: Settlement  | 1     |
| Transhipment Supervisor   | VI12 - List shipment costs: Settlement  | 1     |
| Transport Analyst         | VI12 - List shipment costs: Settlement  | 1     |
| Shipment Admin Officer    | VK11 - Create Condition                 | 1     |
| Shipment Admin Officer    | VK12 - Change Condition                 | 1     |
| Area 1 Marketing & S. man | VK13 - Display Condition                | 1     |
| Area 2 Marketing & S. man | VK13 - Display Condition                | 1     |
| Area 3 Marketing & S. man | VK13 - Display Condition                | 1     |
| Marketing Support Officer | VK13 - Display Condition                | 1     |
| Shipment Admin Officer    | VK13 - Display Condition                | 1     |
| Shipment Admin Officer    | VK14 - Create Condition with Reference  | 1     |
| External Auditor          | VKM4 - SD Documents                     | 1     |
| Finance Reporting Officer | VKM4 - SD Documents                     | 1     |
| Financial Reporting Manag | VKM4 - SD Documents                     | 1     |
| Financial Reporting Offic | VKM4 - SD Documents                     | 1     |
| Financial Reporting Senio | VKM4 - SD Documents                     | 1     |
| Internal Auditor          | VKM4 - SD Documents                     | 1     |
| SAP Support               | VKM4 - SD Documents                     | 1     |
| External Auditor          | VKM5 - Deliveries                       | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Finance Reporting Officer | VKM5 - Deliveries                            | 1     |
| Financial Reporting Manag | VKM5 - Deliveries                            | 1     |
| Financial Reporting Offic | VKM5 - Deliveries                            | 1     |
| Financial Reporting Senio | VKM5 - Deliveries                            | 1     |
| Internal Auditor          | VKM5 - Deliveries                            | 1     |
| SAP Support               | VKM5 - Deliveries                            | 1     |
| Marine Support Officer    | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Port Engineer             | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| PQDC Officer              | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Shipment Admin Officer    | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Shipping Admin Officer    | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Traffic & Admin Superinte | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Transhipment Supervisor   | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Transport Analyst         | VL01N - Create Outbound Dlv. with Order Ref. | 1     |
| Lati Port Supervisor      | VL02N - Change Outbound Delivery             | 1     |
| Marine Support Officer    | VL02N - Change Outbound Delivery             | 1     |
| Port Engineer             | VL02N - Change Outbound Delivery             | 1     |
| PQDC Officer              | VL02N - Change Outbound Delivery             | 1     |
| Sambarata Port Supervisor | VL02N - Change Outbound Delivery             | 1     |
| Shipment Admin Officer    | VL02N - Change Outbound Delivery             | 1     |
| Shipping Admin Officer    | VL02N - Change Outbound Delivery             | 1     |
| Suaran Port Supervisor    | VL02N - Change Outbound Delivery             | 1     |
| Traffic & Admin Superinte | VL02N - Change Outbound Delivery             | 1     |
| Transhipment Supervisor   | VL02N - Change Outbound Delivery             | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Transport Analyst         | VL02N - Change Outbound Delivery  | 1     |
| External Auditor          | VL03N - Display Outbound Delivery | 1     |
| Finance Reporting Officer | VL03N - Display Outbound Delivery | 1     |
| Financial Reporting Manag | VL03N - Display Outbound Delivery | 1     |
| Financial Reporting Offic | VL03N - Display Outbound Delivery | 1     |
| Financial Reporting Senio | VL03N - Display Outbound Delivery | 1     |
| Internal Auditor          | VL03N - Display Outbound Delivery | 1     |
| Lati Port Supervisor      | VL03N - Display Outbound Delivery | 1     |
| Marine Support Officer    | VL03N - Display Outbound Delivery | 1     |
| Port Engineer             | VL03N - Display Outbound Delivery | 1     |
| PQDC Officer              | VL03N - Display Outbound Delivery | 1     |
| Sambarata Port Supervisor | VL03N - Display Outbound Delivery | 1     |
| SAP Support               | VL03N - Display Outbound Delivery | 1     |
| Shipment Admin Officer    | VL03N - Display Outbound Delivery | 1     |
| Shipping Admin Officer    | VL03N - Display Outbound Delivery | 1     |
| Suaran Port Supervisor    | VL03N - Display Outbound Delivery | 1     |
| Traffic & Admin Superinte | VL03N - Display Outbound Delivery | 1     |
| Transhipment Supervisor   | VL03N - Display Outbound Delivery | 1     |
| Transport & Shipment Mana | VL03N - Display Outbound Delivery | 1     |
| Transport Analyst         | VL03N - Display Outbound Delivery | 1     |
| Marine Support Officer    | VL06 - Delivery Monitor           | 1     |
| Port Engineer             | VL06 - Delivery Monitor           | 1     |
| PQDC Officer              | VL06 - Delivery Monitor           | 1     |
| Shipment Admin Officer    | VL06 - Delivery Monitor           | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Shipping Admin Officer    | VL06 - Delivery Monitor                         | 1     |
| Traffic & Admin Superinte | VL06 - Delivery Monitor                         | 1     |
| Transhipment Supervisor   | VL06 - Delivery Monitor                         | 1     |
| Transport & Shipment Mana | VL06 - Delivery Monitor                         | 1     |
| Transport Analyst         | VL06 - Delivery Monitor                         | 1     |
| Marine Support Officer    | VL06C - List Outbound DIvs for Confirmation     | 1     |
| Port Engineer             | VL06C - List Outbound DIvs for Confirmation     | 1     |
| PQDC Officer              | VL06C - List Outbound DIvs for Confirmation     | 1     |
| Shipment Admin Officer    | VL06C - List Outbound DIvs for Confirmation     | 1     |
| Shipping Admin Officer    | VL06C - List Outbound DIvs for Confirmation     | 1     |
| Traffic & Admin Superinte | VL06C - List Outbound DIvs for Confirmation     | 1     |
| Transhipment Supervisor   | VL06C - List Outbound DIvs for Confirmation     | 1     |
| Transport & Shipment Mana | VL06C - List Outbound Dlvs for Confirmation     | 1     |
| Transport Analyst         | VL06C - List Outbound Dlvs for Confirmation     | 1     |
| Marine Support Officer    | VL06F - General delivery list - Outb.deliv.     | 1     |
| Port Engineer             | VL06F - General delivery list - Outb.deliv.     | 1     |
| PQDC Officer              | VL06F - General delivery list -<br>Outb.deliv.  | 1     |
| Shipment Admin Officer    | VL06F - General delivery list - Outb.deliv.     | 1     |
| Shipping Admin Officer    | VL06F - General delivery list -<br>Outb.deliv.  | 1     |
| Traffic & Admin Superinte | VL06F - General delivery list -<br>Outb.deliv.  | 1     |
| Transhipment Supervisor   | VL06F - General delivery list -<br>Outb.deliv.  | 1     |
| Transport & Shipment Mana | VL06F - General delivery list - Outb.deliv.     | 1     |
| Transport Analyst         | VL06F - General delivery list -<br>Outb.deliv.  | 1     |
| Marine Support Officer    | VL06G - List of Oubound Dlvs for<br>Goods Issue | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Port Engineer             | VL06G - List of Oubound DIvs for Goods Issue    | 1     |
| PQDC Officer              | VL06G - List of Oubound DIvs for Goods Issue    | 1     |
| Shipment Admin Officer    | VL06G - List of Oubound DIvs for Goods Issue    | 1     |
| Shipping Admin Officer    | VL06G - List of Oubound DIvs for<br>Goods Issue | 1     |
| Traffic & Admin Superinte | VL06G - List of Oubound DIvs for<br>Goods Issue | 1     |
| Transhipment Supervisor   | VL06G - List of Oubound DIvs for<br>Goods Issue | 1     |
| Transport & Shipment Mana | VL06G - List of Oubound DIvs for<br>Goods Issue | 1     |
| Transport Analyst         | VL06G - List of Oubound Dlvs for Goods Issue    | 1     |
| Marine Support Officer    | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Port Engineer             | VL06L - Outbound Deliveries to be Loaded        | 1     |
| PQDC Officer              | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Shipment Admin Officer    | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Shipping Admin Officer    | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Traffic & Admin Superinte | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Transhipment Supervisor   | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Transport & Shipment Mana | VL06L - Outbound Deliveries to be Loaded        | 1     |
| Transport Analyst         | VL06L - Outbound Deliveries to be Loaded        | 1     |
| External Auditor          | VL06O - Outbound Delivery Monitor               | 1     |
| Finance Reporting Officer | VL06O - Outbound Delivery Monitor               | 1     |
| Financial Reporting Manag | VL06O - Outbound Delivery Monitor               | 1     |
| Financial Reporting Offic | VL06O - Outbound Delivery Monitor               | 1     |
| Financial Reporting Senio | VL06O - Outbound Delivery Monitor               | 1     |
| Internal Auditor          | VL06O - Outbound Delivery Monitor               | 1     |
| Marine Support Officer    | VL06O - Outbound Delivery Monitor               | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Port Engineer             | VL06O - Outbound Delivery Monitor            | 1     |
| PQDC Officer              | VL06O - Outbound Delivery Monitor            | 1     |
| SAP Support               | VL06O - Outbound Delivery Monitor            | 1     |
| Shipment Admin Officer    | VL06O - Outbound Delivery Monitor            | 1     |
| Shipping Admin Officer    | VL06O - Outbound Delivery Monitor            | 1     |
| Traffic & Admin Superinte | VL06O - Outbound Delivery Monitor            | 1     |
| Transhipment Supervisor   | VL06O - Outbound Delivery Monitor            | 1     |
| Transport & Shipment Mana | VL06O - Outbound Delivery Monitor            | 1     |
| Transport Analyst         | VL06O - Outbound Delivery Monitor            | 1     |
| Marine Support Officer    | VL06P - List of Outbound DIvs for Picking    | 1     |
| Port Engineer             | VL06P - List of Outbound Dlvs for Picking    | 1     |
| PQDC Officer              | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Shipment Admin Officer    | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Shipping Admin Officer    | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Traffic & Admin Superinte | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Transhipment Supervisor   | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Transport & Shipment Mana | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Transport Analyst         | VL06P - List of Outbound Dlvs for Picking    | 1     |
| Marine Support Officer    | VL06T - List Outbound Dlvs (Trans. Planning) | 1     |
| Port Engineer             | VL06T - List Outbound Dlvs (Trans. Planning) | 1     |
| PQDC Officer              | VL06T - List Outbound Dlvs (Trans. Planning) | 1     |
| Shipment Admin Officer    | VL06T - List Outbound Dlvs (Trans. Planning) | 1     |
| Shipping Admin Officer    | VL06T - List Outbound Dlvs (Trans. Planning) | 1     |
| Traffic & Admin Superinte | VL06T - List Outbound Dlvs (Trans. Planning) | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Transhipment Supervisor   | VL06T - List Outbound Dlvs (Trans. Planning)   | 1     |
| Transport & Shipment Mana | VL06T - List Outbound Dlvs (Trans. Planning)   | 1     |
| Transport Analyst         | VL06T - List Outbound Dlvs (Trans. Planning)   | 1     |
| Lati Port Supervisor      | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Marine Support Officer    | VL09 - Cancel Goods Issue for Delivery Note    | 1     |
| Port Engineer             | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| PQDC Officer              | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Sambarata Port Supervisor | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Shipping Admin Officer    | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Suaran Port Supervisor    | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Traffic & Admin Superinte | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Transhipment Supervisor   | VL09 - Cancel Goods Issue for Delivery<br>Note | 1     |
| Marine Support Officer    | VL10A - Sales Orders Due for Delivery          | 1     |
| Port Engineer             | VL10A - Sales Orders Due for Delivery          | 1     |
| PQDC Officer              | VL10A - Sales Orders Due for Delivery          | 1     |
| Shipment Admin Officer    | VL10A - Sales Orders Due for Delivery          | 1     |
| Shipping Admin Officer    | VL10A - Sales Orders Due for Delivery          | 1     |
| Traffic & Admin Superinte | VL10A - Sales Orders Due for Delivery          | 1     |
| Transhipment Supervisor   | VL10A - Sales Orders Due for Delivery          | 1     |
| Transport Analyst         | VL10A - Sales Orders Due for Delivery          | 1     |
| Lati Port Supervisor      | VL10B - Purchase Orders Due for Delivery       | 1     |
| Marine Support Officer    | VL10B - Purchase Orders Due for Delivery       | 1     |
| Port Engineer             | VL10B - Purchase Orders Due for Delivery       | 1     |
| PQDC Officer              | VL10B - Purchase Orders Due for Delivery       | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Sambarata Port Supervisor | VL10B - Purchase Orders Due for Delivery    | 1     |
| Shipping Admin Officer    | VL10B - Purchase Orders Due for Delivery    | 1     |
| Suaran Port Supervisor    | VL10B - Purchase Orders Due for Delivery    | 1     |
| Traffic & Admin Superinte | VL10B - Purchase Orders Due for Delivery    | 1     |
| Transhipment Supervisor   | VL10B - Purchase Orders Due for Delivery    | 1     |
| Marine Support Officer    | VL22 - Display Delivery Change<br>Documents | 1     |
| Port Engineer             | VL22 - Display Delivery Change<br>Documents | 1     |
| PQDC Officer              | VL22 - Display Delivery Change<br>Documents | 1     |
| Shipment Admin Officer    | VL22 - Display Delivery Change<br>Documents | 1     |
| Shipping Admin Officer    | VL22 - Display Delivery Change<br>Documents | 1     |
| Traffic & Admin Superinte | VL22 - Display Delivery Change<br>Documents | 1     |
| Transhipment Supervisor   | VL22 - Display Delivery Change<br>Documents | 1     |
| Transport & Shipment Mana | VL22 - Display Delivery Change<br>Documents | 1     |
| Transport Analyst         | VL22 - Display Delivery Change<br>Documents | 1     |
| Marine Support Officer    | VLPOD - POD - Change Outbound Delivery      | 1     |
| Port Engineer             | VLPOD - POD - Change Outbound Delivery      | 1     |
| PQDC Officer              | VLPOD - POD - Change Outbound Delivery      | 1     |
| Shipment Admin Officer    | VLPOD - POD - Change Outbound Delivery      | 1     |
| Shipping Admin Officer    | VLPOD - POD - Change Outbound Delivery      | 1     |
| Traffic & Admin Superinte | VLPOD - POD - Change Outbound<br>Delivery   | 1     |
| Transhipment Supervisor   | VLPOD - POD - Change Outbound<br>Delivery   | 1     |
| Transport Analyst         | VLPOD - POD - Change Outbound<br>Delivery   | 1     |
| Area 1 Marketing & S. man | VLPODA - POD - Display Outbound<br>Delivery | 1     |
| Area 2 Marketing & S. man | VLPODA - POD - Display Outbound<br>Delivery | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Area 3 Marketing & S. man | VLPODA - POD - Display Outbound Delivery     | 1     |
| Marine Support Officer    | VLPODA - POD - Display Outbound<br>Delivery  | 1     |
| Marketing Support Officer | VLPODA - POD - Display Outbound<br>Delivery  | 1     |
| Port Engineer             | VLPODA - POD - Display Outbound Delivery     | 1     |
| PQDC Officer              | VLPODA - POD - Display Outbound Delivery     | 1     |
| Shipment Admin Officer    | VLPODA - POD - Display Outbound Delivery     | 1     |
| Shipping Admin Officer    | VLPODA - POD - Display Outbound Delivery     | 1     |
| Traffic & Admin Superinte | VLPODA - POD - Display Outbound Delivery     | 1     |
| Transhipment Supervisor   | VLPODA - POD - Display Outbound Delivery     | 1     |
| Transport & Shipment Mana | VLPODA - POD - Display Outbound Delivery     | 1     |
| Transport Analyst         | VLPODA - POD - Display Outbound Delivery     | 1     |
| Marine Support Officer    | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Port Engineer             | VLPODF - Worklist: POD Subsequent Processing | 1     |
| PQDC Officer              | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Shipment Admin Officer    | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Shipping Admin Officer    | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Traffic & Admin Superinte | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Transhipment Supervisor   | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Transport Analyst         | VLPODF - Worklist: POD Subsequent Processing | 1     |
| Marine Support Officer    | VLPODL - Worklist: POD Deliveries            | 1     |
| Port Engineer             | VLPODL - Worklist: POD Deliveries            | 1     |
| PQDC Officer              | VLPODL - Worklist: POD Deliveries            | 1     |
| Shipment Admin Officer    | VLPODL - Worklist: POD Deliveries            | 1     |
| Shipping Admin Officer    | VLPODL - Worklist: POD Deliveries            | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Traffic & Admin Superinte | VLPODL - Worklist: POD Deliveries         | 1     |
| Transhipment Supervisor   | VLPODL - Worklist: POD Deliveries         | 1     |
| Transport Analyst         | VLPODL - Worklist: POD Deliveries         | 1     |
| External Auditor          | VN01 - Number Assignment for SD Documents | 1     |
| Finance Reporting Officer | VN01 - Number Assignment for SD Documents | 1     |
| Financial Reporting Manag | VN01 - Number Assignment for SD Documents | 1     |
| Financial Reporting Offic | VN01 - Number Assignment for SD Documents | 1     |
| Financial Reporting Senio | VN01 - Number Assignment for SD Documents | 1     |
| Internal Auditor          | VN01 - Number Assignment for SD Documents | 1     |
| SAP Support               | VN01 - Number Assignment for SD Documents | 1     |
| External Auditor          | VOFA - Billing Doc: Document Type         | 1     |
| Finance Reporting Officer | VOFA - Billing Doc: Document Type         | 1     |
| Financial Reporting Manag | VOFA - Billing Doc: Document Type         | 1     |
| Financial Reporting Offic | VOFA - Billing Doc: Document Type         | 1     |
| Financial Reporting Senio | VOFA - Billing Doc: Document Type         | 1     |
| Internal Auditor          | VOFA - Billing Doc: Document Type         | 1     |
| SAP Support               | VOFA - Billing Doc: Document Type         | 1     |
| External Auditor          | VOV8 - Document Type Maintenance          | 1     |
| Finance Reporting Officer | VOV8 - Document Type Maintenance          | 1     |
| Financial Reporting Manag | VOV8 - Document Type Maintenance          | 1     |
| Financial Reporting Offic | VOV8 - Document Type Maintenance          | 1     |
| Financial Reporting Senio | VOV8 - Document Type Maintenance          | 1     |
| Internal Auditor          | VOV8 - Document Type Maintenance          | 1     |
| SAP Support               | VOV8 - Document Type Maintenance          | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Marine Support Officer    | VT01N - Create Shipment  | 1     |
| Port Engineer             | VT01N - Create Shipment  | 1     |
| PQDC Officer              | VT01N - Create Shipment  | 1     |
| Shipment Admin Officer    | VT01N - Create Shipment  | 1     |
| Shipping Admin Officer    | VT01N - Create Shipment  | 1     |
| Traffic & Admin Superinte | VT01N - Create Shipment  | 1     |
| Transhipment Supervisor   | VT01N - Create Shipment  | 1     |
| Transport Analyst         | VT01N - Create Shipment  | 1     |
| Marine Support Officer    | VT02N - Change Shipment  | 1     |
| Port Engineer             | VT02N - Change Shipment  | 1     |
| PQDC Officer              | VT02N - Change Shipment  | 1     |
| Shipment Admin Officer    | VT02N - Change Shipment  | 1     |
| Shipping Admin Officer    | VT02N - Change Shipment  | 1     |
| Traffic & Admin Superinte | VT02N - Change Shipment  | 1     |
| Transhipment Supervisor   | VT02N - Change Shipment  | 1     |
| Transport Analyst         | VT02N - Change Shipment  | 1     |
| Area 1 Marketing & S. man | VT03N - Display Shipment | 1     |
| Area 2 Marketing & S. man | VT03N - Display Shipment | 1     |
| Area 3 Marketing & S. man | VT03N - Display Shipment | 1     |
| Marine Support Officer    | VT03N - Display Shipment | 1     |
| Marketing Support Officer | VT03N - Display Shipment | 1     |
| Port Engineer             | VT03N - Display Shipment | 1     |
| PQDC Officer              | VT03N - Display Shipment | 1     |
| SAP Support               | VT03N - Display Shipment | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Shipment Admin Officer    | VT03N - Display Shipment                       | 1     |
| Shipping Admin Officer    | VT03N - Display Shipment                       | 1     |
| Traffic & Admin Superinte | VT03N - Display Shipment                       | 1     |
| Transhipment Supervisor   | VT03N - Display Shipment                       | 1     |
| Transport & Shipment Mana | VT03N - Display Shipment                       | 1     |
| Transport Analyst         | VT03N - Display Shipment                       | 1     |
| Marine Support Officer    | VT11 - Select Shipments: Materials Planning    | 1     |
| Port Engineer             | VT11 - Select Shipments: Materials Planning    | 1     |
| PQDC Officer              | VT11 - Select Shipments: Materials Planning    | 1     |
| Shipment Admin Officer    | VT11 - Select Shipments: Materials Planning    | 1     |
| Shipping Admin Officer    | VT11 - Select Shipments: Materials Planning    | 1     |
| Transhipment Supervisor   | VT11 - Select Shipments: Materials Planning    | 1     |
| Transport Analyst         | VT11 - Select Shipments: Materials Planning    | 1     |
| Marine Support Officer    | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| Port Engineer             | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| PQDC Officer              | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| Shipment Admin Officer    | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| Shipping Admin Officer    | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| Transhipment Supervisor   | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| Transport Analyst         | VT12 - Select Shipments: Transpt<br>Processing | 1     |
| Marine Support Officer    | VT16 - Select Shipments: Check In              | 1     |
| Port Engineer             | VT16 - Select Shipments: Check In              | 1     |
| PQDC Officer              | VT16 - Select Shipments: Check In              | 1     |
| Shipment Admin Officer    | VT16 - Select Shipments: Check In              | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Shipping Admin Officer    | VT16 - Select Shipments: Check In          | 1     |
| Transhipment Supervisor   | VT16 - Select Shipments: Check In          | 1     |
| Transport Analyst         | VT16 - Select Shipments: Check In          | 1     |
| Area 1 Marketing & S. man | VT22 - Display Change-Document<br>Shipment | 1     |
| Area 2 Marketing & S. man | VT22 - Display Change-Document<br>Shipment | 1     |
| Area 3 Marketing & S. man | VT22 - Display Change-Document<br>Shipment | 1     |
| Marine Support Officer    | VT22 - Display Change-Document<br>Shipment | 1     |
| Marketing Support Officer | VT22 - Display Change-Document<br>Shipment | 1     |
| Port Engineer             | VT22 - Display Change-Document<br>Shipment | 1     |
| PQDC Officer              | VT22 - Display Change-Document<br>Shipment | 1     |
| SAP Support               | VT22 - Display Change-Document<br>Shipment | 1     |
| Shipment Admin Officer    | VT22 - Display Change-Document<br>Shipment | 1     |
| Shipping Admin Officer    | VT22 - Display Change-Document<br>Shipment | 1     |
| Traffic & Admin Superinte | VT22 - Display Change-Document<br>Shipment | 1     |
| Transhipment Supervisor   | VT22 - Display Change-Document<br>Shipment | 1     |
| Transport & Shipment Mana | VT22 - Display Change-Document<br>Shipment | 1     |
| Transport Analyst         | VT22 - Display Change-Document<br>Shipment | 1     |
| External Auditor          | VTFA - Order to bill copying control       | 1     |
| Finance Reporting Officer | VTFA - Order to bill copying control       | 1     |
| Financial Reporting Manag | VTFA - Order to bill copying control       | 1     |
| Financial Reporting Offic | VTFA - Order to bill copying control       | 1     |
| Financial Reporting Senio | VTFA - Order to bill copying control       | 1     |
| Internal Auditor          | VTFA - Order to bill copying control       | 1     |
| SAP Support               | VTFA - Order to bill copying control       | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| External Auditor          | VTFF - Bill to bill copying control     | 1     |
| Finance Reporting Officer | VTFF - Bill to bill copying control     | 1     |
| Financial Reporting Manag | VTFF - Bill to bill copying control     | 1     |
| Financial Reporting Offic | VTFF - Bill to bill copying control     | 1     |
| Financial Reporting Senio | VTFF - Bill to bill copying control     | 1     |
| Internal Auditor          | VTFF - Bill to bill copying control     | 1     |
| SAP Support               | VTFF - Bill to bill copying control     | 1     |
| External Auditor          | VTFL - Delivery to bill copying control | 1     |
| Finance Reporting Officer | VTFL - Delivery to bill copying control | 1     |
| Financial Reporting Manag | VTFL - Delivery to bill copying control | 1     |
| Financial Reporting Offic | VTFL - Delivery to bill copying control | 1     |
| Financial Reporting Senio | VTFL - Delivery to bill copying control | 1     |
| Internal Auditor          | VTFL - Delivery to bill copying control | 1     |
| SAP Support               | VTFL - Delivery to bill copying control | 1     |
| SAP Support               | VV31 - Create Output : Billing          | 1     |
| Shipment Admin Officer    | VX11N - Create financial document       | 1     |
| Area 1 Marketing & S. man | VX12N - Change Financial Document       | 1     |
| Area 2 Marketing & S. man | VX12N - Change Financial Document       | 1     |
| Area 3 Marketing & S. man | VX12N - Change Financial Document       | 1     |
| Marketing Support Officer | VX12N - Change Financial Document       | 1     |
| Shipment Admin Officer    | VX12N - Change Financial Document       | 1     |
| Area 1 Marketing & S. man | VX13N - Display financial document      | 1     |
| Area 2 Marketing & S. man | VX13N - Display financial document      | 1     |
| Area 3 Marketing & S. man | VX13N - Display financial document      | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Marketing Support Officer | VX13N - Display financial document          | 1     |
| Shipment Admin Officer    | VX13N - Display financial document          | 1     |
| Transport Analyst         | VX13N - Display financial document          | 1     |
| Area 1 Marketing & S. man | VXA1 - Docs Assigned to Financial Documents | 1     |
| Area 2 Marketing & S. man | VXA1 - Docs Assigned to Financial Documents | 1     |
| Area 3 Marketing & S. man | VXA1 - Docs Assigned to Financial Documents | 1     |
| Marketing Support Officer | VXA1 - Docs Assigned to Financial Documents | 1     |
| Shipment Admin Officer    | VXA1 - Docs Assigned to Financial Documents | 1     |
| Area 1 Marketing & S. man | VXA2 - Existing Financial Documents         | 1     |
| Area 2 Marketing & S. man | VXA2 - Existing Financial Documents         | 1     |
| Area 3 Marketing & S. man | VXA2 - Existing Financial Documents         | 1     |
| Marketing Support Officer | VXA2 - Existing Financial Documents         | 1     |
| External Auditor          | WVM7 - Assignment of PO Data to Vendor      | 1     |
| Finance Reporting Officer | WVM7 - Assignment of PO Data to Vendor      | 1     |
| Financial Reporting Manag | WVM7 - Assignment of PO Data to Vendor      | 1     |
| Financial Reporting Offic | WVM7 - Assignment of PO Data to Vendor      | 1     |
| Financial Reporting Senio | WVM7 - Assignment of PO Data to Vendor      | 1     |
| Internal Auditor          | WVM7 - Assignment of PO Data to Vendor      | 1     |
| SAP Support               | WVM7 - Assignment of PO Data to Vendor      | 1     |
| SAP Support               | XD01 - Create Customer (Centrally)          | 1     |
| SAP Support               | XD02 - Change Customer (Centrally)          | 1     |
| Accounting Officer        | XD03 - Display Customer (Centrally)         | 1     |
| Bank & Trade Finance Mana | XD03 - Display Customer (Centrally)         | 1     |
| Bank Rels. Officer & Cash | XD03 - Display Customer (Centrally)         | 1     |

| HR Position                    | Code Matrix                         | Count |
|--------------------------------|-------------------------------------|-------|
| Cash Management Administration | XD03 - Display Customer (Centrally) | 1     |
| Cash Management Officer        | XD03 - Display Customer (Centrally) | 1     |
| External Auditor               | XD03 - Display Customer (Centrally) | 1     |
| Finance & Adm General Man      | XD03 - Display Customer (Centrally) | 1     |
| Finance Admin                  | XD03 - Display Customer (Centrally) | 1     |
| Finance Reporting Officer      | XD03 - Display Customer (Centrally) | 1     |
| Financial & Accounting Su      | XD03 - Display Customer (Centrally) | 1     |
| Financial Control Departm      | XD03 - Display Customer (Centrally) | 1     |
| Financial Reporting Manag      | XD03 - Display Customer (Centrally) | 1     |
| Financial Reporting Offic      | XD03 - Display Customer (Centrally) | 1     |
| Financial Reporting Senio      | XD03 - Display Customer (Centrally) | 1     |
| Internal Auditor               | XD03 - Display Customer (Centrally) | 1     |
| SAP Support                    | XD03 - Display Customer (Centrally) | 1     |
| Trade Finance Admin.           | XD03 - Display Customer (Centrally) | 1     |
| Trade Finance Officer          | XD03 - Display Customer (Centrally) | 1     |
| Treasury & Bangking Manag      | XD03 - Display Customer (Centrally) | 1     |
| Treasury Administration        | XD03 - Display Customer (Centrally) | 1     |
| Treasury General Manager       | XD03 - Display Customer (Centrally) | 1     |
| Treasury Settlement Offic      | XD03 - Display Customer (Centrally) | 1     |
| Treasury Superintendent        | XD03 - Display Customer (Centrally) | 1     |
| External Auditor               | XD04 - Customer Changes (Centrally) | 1     |
| Finance Reporting Officer      | XD04 - Customer Changes (Centrally) | 1     |
| Financial Reporting Manag      | XD04 - Customer Changes (Centrally) | 1     |
| Financial Reporting Offic      | XD04 - Customer Changes (Centrally) | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Senio | XD04 - Customer Changes (Centrally) | 1     |
| Internal Auditor          | XD04 - Customer Changes (Centrally) | 1     |
| SAP Support               | XD04 - Customer Changes (Centrally) | 1     |
| SAP Support               | XK01 - Create Vendor (Centrally)    | 1     |
| SAP Support               | XK02 - Change vendor (centrally)    | 1     |
| Accounting Administrator  | XK03 - Display vendor (centrally)   | 1     |
| Accounting Manager        | XK03 - Display vendor (centrally)   | 1     |
| Accounting Officer        | XK03 - Display vendor (centrally)   | 1     |
| AP & AR Control Superviso | XK03 - Display vendor (centrally)   | 1     |
| Cost Estimator & Control  | XK03 - Display vendor (centrally)   | 1     |
| External Auditor          | XK03 - Display vendor (centrally)   | 1     |
| Finance Admin             | XK03 - Display vendor (centrally)   | 1     |
| Finance Rep. & Analyst Ma | XK03 - Display vendor (centrally)   | 1     |
| Finance Reporting Officer | XK03 - Display vendor (centrally)   | 1     |
| Financial & Accounting Su | XK03 - Display vendor (centrally)   | 1     |
| Financial Control Departm | XK03 - Display vendor (centrally)   | 1     |
| Financial Reporting Manag | XK03 - Display vendor (centrally)   | 1     |
| Financial Reporting Offic | XK03 - Display vendor (centrally)   | 1     |
| Financial Reporting Senio | XK03 - Display vendor (centrally)   | 1     |
| Financial Reporting Super | XK03 - Display vendor (centrally)   | 1     |
| Gen. Accounting Superviso | XK03 - Display vendor (centrally)   | 1     |
| Internal Auditor          | XK03 - Display vendor (centrally)   | 1     |
| President Director        | XK03 - Display vendor (centrally)   | 1     |
| Procurement Officer       | XK03 - Display vendor (centrally)   | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Purchasing Adm. Officer   | XK03 - Display vendor (centrally)            | 1     |
| Purchasing Manager        | XK03 - Display vendor (centrally)            | 1     |
| Purchasing Officer        | XK03 - Display vendor (centrally)            | 1     |
| SAP Support               | XK03 - Display vendor (centrally)            | 1     |
| Tender Officer            | XK03 - Display vendor (centrally)            | 1     |
| Trade Finance Officer     | XK03 - Display vendor (centrally)            | 1     |
| Treasury Superintendent   | XK03 - Display vendor (centrally)            | 1     |
| SAP Support               | XK04 - Vendor Changes (Centrally)            | 1     |
| SAP Support               | XK99 - Mass maintenance, vendor master       | 1     |
| Area 1 Marketing & S. man | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Area 2 Marketing & S. man | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Area 3 Marketing & S. man | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Marketing & transp. Direc | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Marketing & transp.Deputy | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Marketing Support Officer | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| SAP Support               | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Shipment Admin Officer    | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Transport & Shipment Mana | ZAPPROVE_CONTRACT - Sales<br>Contract Status | 1     |
| Accounting Administrator  | ZBALANCE_SHEET - Balance Sheet Report        | 1     |
| Accounting Manager        | ZBALANCE_SHEET - Balance Sheet Report        | 1     |
| Accounting Officer        | ZBALANCE_SHEET - Balance Sheet Report        | 1     |
| AP & AR Control Superviso | ZBALANCE_SHEET - Balance Sheet Report        | 1     |
| Budget & Control Supervis | ZBALANCE_SHEET - Balance Sheet Report        | 1     |
| Budget Officer            | ZBALANCE_SHEET - Balance Sheet Report        | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Finance Admin             | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Finance Rep. & Analyst Ma | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Finance Reporting Officer | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Financial & Accounting Su | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Financial Control Departm | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Financial Reporting Manag | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Financial Reporting Offic | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Financial Reporting Senio | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Financial Reporting Super | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Gen. Accounting Superviso | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Managerial Reporting Supe | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| MGM_REP                   | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Mgt Reporting & Budget Se | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| President Director        | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| SAP Support               | ZBALANCE_SHEET - Balance Sheet Report    | 1     |
| Accounting Administrator  | ZCO_BCF1 - Financial Statement Report    | 1     |
| Accounting Manager        | ZCO_BCF1 - Financial Statement Report    | 1     |
| Accounting Officer        | ZCO_BCF1 - Financial Statement Report    | 1     |
| AP & AR Control Superviso | ZCO_BCF1 - Financial Statement<br>Report | 1     |
| AP Controller             | ZCO_BCF1 - Financial Statement Report    | 1     |
| Budget & Control Supervis | ZCO_BCF1 - Financial Statement Report    | 1     |
| Budget Officer            | ZCO_BCF1 - Financial Statement<br>Report | 1     |
| External Auditor          | ZCO_BCF1 - Financial Statement Report    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance & Adm General Man | ZCO_BCF1 - Financial Statement<br>Report | 1     |
| Finance Admin             | ZCO_BCF1 - Financial Statement Report    | 1     |
| Finance Rep. & Analyst Ma | ZCO_BCF1 - Financial Statement Report    | 1     |
| Finance Reporting Officer | ZCO_BCF1 - Financial Statement Report    | 1     |
| Financial & Accounting Su | ZCO_BCF1 - Financial Statement Report    | 1     |
| Financial Control Departm | ZCO_BCF1 - Financial Statement Report    | 1     |
| Financial Reporting Manag | ZCO_BCF1 - Financial Statement Report    | 1     |
| Financial Reporting Offic | ZCO_BCF1 - Financial Statement Report    | 1     |
| Financial Reporting Senio | ZCO_BCF1 - Financial Statement Report    | 1     |
| Financial Reporting Super | ZCO_BCF1 - Financial Statement Report    | 1     |
| Gen. Accounting Superviso | ZCO_BCF1 - Financial Statement Report    | 1     |
| Internal Auditor          | ZCO_BCF1 - Financial Statement Report    | 1     |
| Managerial Reporting Supe | ZCO_BCF1 - Financial Statement Report    | 1     |
| MGM_REP                   | ZCO_BCF1 - Financial Statement Report    | 1     |
| Mgt Reporting & Budget Se | ZCO_BCF1 - Financial Statement Report    | 1     |
| President Director        | ZCO_BCF1 - Financial Statement Report    | 1     |
| SAP Support               | ZCO_BCF1 - Financial Statement Report    | 1     |
| Accounting Administrator  | ZCO_BCF2 - Financial Statement Report    | 1     |
| Accounting Manager        | ZCO_BCF2 - Financial Statement Report    | 1     |
| Accounting Officer        | ZCO_BCF2 - Financial Statement Report    | 1     |
| AP & AR Control Superviso | ZCO_BCF2 - Financial Statement Report    | 1     |
| Budget & Control Supervis | ZCO_BCF2 - Financial Statement Report    | 1     |
| Budget Officer            | ZCO_BCF2 - Financial Statement Report    | 1     |
| Finance & Adm General Man | ZCO_BCF2 - Financial Statement Report    | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Finance Admin             | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Finance Rep. & Analyst Ma | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Finance Reporting Officer | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Financial & Accounting Su | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Financial Control Departm | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Financial Reporting Manag | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Financial Reporting Offic | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Financial Reporting Senio | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Financial Reporting Super | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Gen. Accounting Superviso | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Managerial Reporting Supe | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| MGM_REP                   | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Mgt Reporting & Budget Se | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| President Director        | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| SAP Support               | ZCO_BCF2 - Financial Statement<br>Report | 1     |
| Accounting Administrator  | ZCO_BCFS - Financial Statement<br>Report | 1     |
| Accounting Manager        | ZCO_BCFS - Financial Statement<br>Report | 1     |
| Accounting Officer        | ZCO_BCFS - Financial Statement<br>Report | 1     |
| AP & AR Control Superviso | ZCO_BCFS - Financial Statement<br>Report | 1     |
| AP Controller             | ZCO_BCFS - Financial Statement<br>Report | 1     |
| Budget & Control Supervis | ZCO_BCFS - Financial Statement<br>Report | 1     |
| Budget Officer            | ZCO_BCFS - Financial Statement<br>Report | 1     |
| External Auditor          | ZCO_BCFS - Financial Statement<br>Report | 1     |
| Finance & Adm General Man | ZCO_BCFS - Financial Statement<br>Report | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Finance Admin             | ZCO_BCFS - Financial Statement Report  | 1     |
| Finance Rep. & Analyst Ma | ZCO_BCFS - Financial Statement Report  | 1     |
| Finance Reporting Officer | ZCO_BCFS - Financial Statement Report  | 1     |
| Financial & Accounting Su | ZCO_BCFS - Financial Statement Report  | 1     |
| Financial Control Departm | ZCO_BCFS - Financial Statement Report  | 1     |
| Financial Reporting Manag | ZCO_BCFS - Financial Statement Report  | 1     |
| Financial Reporting Offic | ZCO_BCFS - Financial Statement Report  | 1     |
| Financial Reporting Senio | ZCO_BCFS - Financial Statement Report  | 1     |
| Financial Reporting Super | ZCO_BCFS - Financial Statement Report  | 1     |
| Gen. Accounting Superviso | ZCO_BCFS - Financial Statement Report  | 1     |
| Internal Auditor          | ZCO_BCFS - Financial Statement Report  | 1     |
| Managerial Reporting Supe | ZCO_BCFS - Financial Statement Report  | 1     |
| MGM_REP                   | ZCO_BCFS - Financial Statement Report  | 1     |
| Mgt Reporting & Budget Se | ZCO_BCFS - Financial Statement Report  | 1     |
| President Director        | ZCO_BCFS - Financial Statement Report  | 1     |
| SAP Support               | ZCO_BCFS - Financial Statement Report  | 1     |
| Accounting Manager        | ZCOR001 - Qty Allocation Report per SO | 1     |
| Accounting Officer        | ZCOR001 - Qty Allocation Report per SO | 1     |
| Budget & Control Supervis | ZCOR001 - Qty Allocation Report per SO | 1     |
| Budget Officer            | ZCOR001 - Qty Allocation Report per SO | 1     |
| Finance & Adm General Man | ZCOR001 - Qty Allocation Report per SO | 1     |
| Finance Admin             | ZCOR001 - Qty Allocation Report per SO | 1     |
| Finance Rep. & Analyst Ma | ZCOR001 - Qty Allocation Report per SO | 1     |
| Finance Reporting Officer | ZCOR001 - Qty Allocation Report per SO | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Financial Control Departm | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Financial Reporting Manag | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Financial Reporting Offic | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Financial Reporting Super | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Managerial Reporting Supe | ZCOR001 - Qty Allocation Report per SO    | 1     |
| MGM_REP                   | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Mgt Reporting & Budget Se | ZCOR001 - Qty Allocation Report per SO    | 1     |
| President Director        | ZCOR001 - Qty Allocation Report per SO    | 1     |
| SAP Support               | ZCOR001 - Qty Allocation Report per SO    | 1     |
| Accounting Administrator  | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Accounting Manager        | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Accounting Officer        | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| AP & AR Control Superviso | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Budget & Control Supervis | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Budget Officer            | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Finance & Adm General Man | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Finance Admin             | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Finance Rep. & Analyst Ma | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Finance Reporting Officer | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Financial & Accounting Su | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Financial Control Departm | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Financial Reporting Manag | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Financial Reporting Offic | ZCOR003 - Order Settlement Rule<br>Report | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Financial Reporting Senio | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Financial Reporting Super | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Gen. Accounting Superviso | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Managerial Reporting Supe | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| MGM_REP                   | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Mgt Reporting & Budget Se | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| President Director        | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| SAP Support               | ZCOR003 - Order Settlement Rule<br>Report | 1     |
| Accounting Administrator  | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Accounting Manager        | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Accounting Officer        | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| AP & AR Control Superviso | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Asset Officer             | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Budget & Control Supervis | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Budget Officer            | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Building & General Asset  | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Contract & Doc. Control O | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Finance & Adm General Man | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Finance Admin             | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Finance Rep. & Analyst Ma | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Finance Reporting Officer | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Financial & Accounting Su | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Financial Control Departm | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |
| Financial Reporting Manag | ZCOR004 - WBS Settlement Rule<br>Report   | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| Financial Reporting Offic | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Financial Reporting Senio | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Financial Reporting Super | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Gen. Accounting Superviso | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Managerial Reporting Supe | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| MGM_REP                   | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Mgt Reporting & Budget Se | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| President Director        | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| SAP Support               | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Supporting Infr. Dev. Sup | ZCOR004 - WBS Settlement Rule<br>Report | 1     |
| Accounting Manager        | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| Default position          | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| Finance Rep. & Analyst Ma | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| Financial Control Departm | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| Financial Reporting Manag | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| SAP Support               | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| Tax Manager               | ZCS003 - Coal Sharing Cost Calculation  | 1     |
| Accounting Manager        | ZCS004 - Coal Sharing Cost Report       | 1     |
| Default position          | ZCS004 - Coal Sharing Cost Report       | 1     |
| Finance Rep. & Analyst Ma | ZCS004 - Coal Sharing Cost Report       | 1     |
| Financial Control Departm | ZCS004 - Coal Sharing Cost Report       | 1     |
| Financial Reporting Manag | ZCS004 - Coal Sharing Cost Report       | 1     |
| Tax Manager               | ZCS004 - Coal Sharing Cost Report       | 1     |
| Accounting Manager        | ZCS005 - Coal Share Revenue             | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Default position          | ZCS005 - Coal Share Revenue         | 1     |
| Finance Rep. & Analyst Ma | ZCS005 - Coal Share Revenue         | 1     |
| Financial Control Departm | ZCS005 - Coal Share Revenue         | 1     |
| Financial Reporting Manag | ZCS005 - Coal Share Revenue         | 1     |
| Tax Manager               | ZCS005 - Coal Share Revenue         | 1     |
| Accounting Manager        | ZCS006 - Coal Share Revenue Report  | 1     |
| Default position          | ZCS006 - Coal Share Revenue Report  | 1     |
| Finance Rep. & Analyst Ma | ZCS006 - Coal Share Revenue Report  | 1     |
| Financial Control Departm | ZCS006 - Coal Share Revenue Report  | 1     |
| Financial Reporting Manag | ZCS006 - Coal Share Revenue Report  | 1     |
| Tax Manager               | ZCS006 - Coal Share Revenue Report  | 1     |
| Accounting Manager        | ZCS007 - Park Coal Sharing Document | 1     |
| Default position          | ZCS007 - Park Coal Sharing Document | 1     |
| Finance Rep. & Analyst Ma | ZCS007 - Park Coal Sharing Document | 1     |
| Financial Control Departm | ZCS007 - Park Coal Sharing Document | 1     |
| Financial Reporting Manag | ZCS007 - Park Coal Sharing Document | 1     |
| Tax Manager               | ZCS007 - Park Coal Sharing Document | 1     |
| Accounting Manager        | ZCS008 - Coal Sharing Dynamix       | 1     |
| Default position          | ZCS008 - Coal Sharing Dynamix       | 1     |
| Finance Rep. & Analyst Ma | ZCS008 - Coal Sharing Dynamix       | 1     |
| Financial Control Departm | ZCS008 - Coal Sharing Dynamix       | 1     |
| Financial Reporting Manag | ZCS008 - Coal Sharing Dynamix       | 1     |
| Tax Manager               | ZCS008 - Coal Sharing Dynamix       | 1     |
| Accounting Manager        | ZCS009 - Coal Sharing Summary       | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Default position          | ZCS009 - Coal Sharing Summary                 | 1     |
| Finance Rep. & Analyst Ma | ZCS009 - Coal Sharing Summary                 | 1     |
| Financial Control Departm | ZCS009 - Coal Sharing Summary                 | 1     |
| Financial Reporting Manag | ZCS009 - Coal Sharing Summary                 | 1     |
| Tax Manager               | ZCS009 - Coal Sharing Summary                 | 1     |
| Accounting Manager        | ZCS010 - Coal Sharing Summary<br>Report       | 1     |
| Default position          | ZCS010 - Coal Sharing Summary<br>Report       | 1     |
| Finance Rep. & Analyst Ma | ZCS010 - Coal Sharing Summary<br>Report       | 1     |
| Financial Control Departm | ZCS010 - Coal Sharing Summary<br>Report       | 1     |
| Financial Reporting Manag | ZCS010 - Coal Sharing Summary Report          | 1     |
| Tax Manager               | ZCS010 - Coal Sharing Summary Report          | 1     |
| Accounting Manager        | ZCS011 - Accmultd Coal Sharing Summary Report | 1     |
| Default position          | ZCS011 - Accmultd Coal Sharing Summary Report | 1     |
| Finance Rep. & Analyst Ma | ZCS011 - Accmultd Coal Sharing Summary Report | 1     |
| Financial Control Departm | ZCS011 - Accmultd Coal Sharing Summary Report | 1     |
| Financial Reporting Manag | ZCS011 - Accmultd Coal Sharing Summary Report | 1     |
| Tax Manager               | ZCS011 - Accmultd Coal Sharing Summary Report | 1     |
| Default position          | ZCS012 - Coal Sharing Sum Report by Location  | 1     |
| Financial Control Departm | ZCS012 - Coal Sharing Sum Report by Location  | 1     |
| Tax Manager               | ZCS012 - Coal Sharing Sum Report by Location  | 1     |
| Accounting Manager        | ZCS013 - Coal Sharing 2 Dynamix               | 1     |
| Default position          | ZCS013 - Coal Sharing 2 Dynamix               | 1     |
| Finance Rep. & Analyst Ma | ZCS013 - Coal Sharing 2 Dynamix               | 1     |
| Financial Control Departm | ZCS013 - Coal Sharing 2 Dynamix               | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | ZCS013 - Coal Sharing 2 Dynamix                | 1     |
| Tax Manager               | ZCS013 - Coal Sharing 2 Dynamix                | 1     |
| Accounting Manager        | ZCSM001 - Table Maintenance<br>ZMM_COAL_REV    | 1     |
| Finance Rep. & Analyst Ma | ZCSM001 - Table Maintenance<br>ZMM_COAL_REV    | 1     |
| Financial Control Departm | ZCSM001 - Table Maintenance<br>ZMM_COAL_REV    | 1     |
| Financial Reporting Manag | ZCSM001 - Table Maintenance<br>ZMM_COAL_REV    | 1     |
| SAP Support               | ZCSM001 - Table Maintenance<br>ZMM_COAL_REV    | 1     |
| Accounting Manager        | ZCSM002 - Table Maintenance<br>ZMM_DELETE_ID   | 1     |
| Finance Rep. & Analyst Ma | ZCSM002 - Table Maintenance<br>ZMM_DELETE_ID   | 1     |
| Financial Control Departm | ZCSM002 - Table Maintenance<br>ZMM_DELETE_ID   | 1     |
| Financial Reporting Manag | ZCSM002 - Table Maintenance<br>ZMM_DELETE_ID   | 1     |
| SAP Support               | ZCSM002 - Table Maintenance<br>ZMM_DELETE_ID   | 1     |
| Accounting Manager        | ZCSM003 - Table Maintenance<br>ZMM_COALCOSTREL | 1     |
| Finance Rep. & Analyst Ma | ZCSM003 - Table Maintenance<br>ZMM_COALCOSTREL | 1     |
| Financial Control Departm | ZCSM003 - Table Maintenance<br>ZMM_COALCOSTREL | 1     |
| Financial Reporting Manag | ZCSM003 - Table Maintenance<br>ZMM_COALCOSTREL | 1     |
| SAP Support               | ZCSM003 - Table Maintenance<br>ZMM_COALCOSTREL | 1     |
| Accounting Manager        | ZCSM004 - Table Maintenance<br>ZMM_COAL_GL     | 1     |
| Finance Rep. & Analyst Ma | ZCSM004 - Table Maintenance<br>ZMM_COAL_GL     | 1     |
| Financial Control Departm | ZCSM004 - Table Maintenance<br>ZMM_COAL_GL     | 1     |
| Financial Reporting Manag | ZCSM004 - Table Maintenance<br>ZMM_COAL_GL     | 1     |
| Accounting Manager        | ZCSM005 - Table Maintenance<br>ZMM_CS2TEXT     | 1     |
| Finance Rep. & Analyst Ma | ZCSM005 - Table Maintenance<br>ZMM_CS2TEXT     | 1     |
| Financial Control Departm | ZCSM005 - Table Maintenance<br>ZMM_CS2TEXT     | 1     |

| HR Position                    | Code Matrix                                    | Count |
|--------------------------------|--|-------|
| Financial Reporting Manag      | ZCSM005 - Table Maintenance<br>ZMM_CS2TEXT     | 1     |
| Accounting Manager             | ZCSM006 - Table Maintenance<br>ZMM_CS2BRANDLOK | 1     |
| Finance Rep. & Analyst Ma      | ZCSM006 - Table Maintenance<br>ZMM_CS2BRANDLOK | 1     |
| Financial Control Departm      | ZCSM006 - Table Maintenance<br>ZMM_CS2BRANDLOK | 1     |
| Financial Reporting Manag      | ZCSM006 - Table Maintenance<br>ZMM_CS2BRANDLOK | 1     |
| Accounting Officer             | ZF_53 - Park Post Outgoing Payments            | 1     |
| Bank & Trade Finance Mana      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Bank Rels. Officer & Cash      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Cash Management Administration | ZF_53 - Park Post Outgoing Payments            | 1     |
| Cash Management Officer        | ZF_53 - Park Post Outgoing Payments            | 1     |
| Comp.Benefit HR Berau Off      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Comp.Benefit HR Berau Sup      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Finance & Adm General Man      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Finance Admin                  | ZF_53 - Park Post Outgoing Payments            | 1     |
| Financial & Accounting Su      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Financial Control Departm      | ZF_53 - Park Post Outgoing Payments            | 1     |
| GA Staff JKT                   | ZF_53 - Park Post Outgoing Payments            | 1     |
| HR & GA Manager - JKT          | ZF_53 - Park Post Outgoing Payments            | 1     |
| HR System Support Officer      | ZF_53 - Park Post Outgoing Payments            | 1     |
| IR & Welfare Superintende      | ZF_53 - Park Post Outgoing Payments            | 1     |
| Payment & Bank Reconsile       | ZF_53 - Park Post Outgoing Payments            | 1     |
| Payroll Admin                  | ZF_53 - Park Post Outgoing Payments            | 1     |
| Payroll Officer                | ZF_53 - Park Post Outgoing Payments            | 1     |
| SAP Support                    | ZF_53 - Park Post Outgoing Payments            | 1     |

| HR Position                    | Code Matrix                         | Count |
|--------------------------------|-------------------------------------|-------|
| Trade Finance Admin.           | ZF_53 - Park Post Outgoing Payments | 1     |
| Trade Finance Officer          | ZF_53 - Park Post Outgoing Payments | 1     |
| Treasury & Bangking Manag      | ZF_53 - Park Post Outgoing Payments | 1     |
| Treasury Administration        | ZF_53 - Park Post Outgoing Payments | 1     |
| Treasury General Manager       | ZF_53 - Park Post Outgoing Payments | 1     |
| Treasury Settlement Offic      | ZF_53 - Park Post Outgoing Payments | 1     |
| Treasury Superintendent        | ZF_53 - Park Post Outgoing Payments | 1     |
| Accounting & Tax Officer       | ZF_FI01 - FI - Debit Note Form      | 1     |
| Accounting Administrator       | ZF_FI01 - FI - Debit Note Form      | 1     |
| Accounting Manager             | ZF_FI01 - FI - Debit Note Form      | 1     |
| Accounting Officer             | ZF_FI01 - FI - Debit Note Form      | 1     |
| Administration Staff           | ZF_FI01 - FI - Debit Note Form      | 1     |
| AP & AR Control Superviso      | ZF_FI01 - FI - Debit Note Form      | 1     |
| AP Control Manager             | ZF_FI01 - FI - Debit Note Form      | 1     |
| AP Controller                  | ZF_FI01 - FI - Debit Note Form      | 1     |
| AR Control Superintendent      | ZF_FI01 - FI - Debit Note Form      | 1     |
| AR NON Trade Control Serv      | ZF_FI01 - FI - Debit Note Form      | 1     |
| AR Officer                     | ZF_FI01 - FI - Debit Note Form      | 1     |
| AR Trade Control Service       | ZF_FI01 - FI - Debit Note Form      | 1     |
| Bank & Trade Finance Mana      | ZF_FI01 - FI - Debit Note Form      | 1     |
| Bank Rels. Officer & Cash      | ZF_FI01 - FI - Debit Note Form      | 1     |
| Budget & Control Supervis      | ZF_FI01 - FI - Debit Note Form      | 1     |
| Budget Officer                 | ZF_FI01 - FI - Debit Note Form      | 1     |
| Cash Management Administration | ZF_FI01 - FI - Debit Note Form      | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Cash Management Officer   | ZF_FI01 - FI - Debit Note Form | 1     |
| Default position          | ZF_FI01 - FI - Debit Note Form | 1     |
| Finance & Adm General Man | ZF_FI01 - FI - Debit Note Form | 1     |
| Finance Admin             | ZF_FI01 - FI - Debit Note Form | 1     |
| Finance Rep. & Analyst Ma | ZF_FI01 - FI - Debit Note Form | 1     |
| Finance Reporting Officer | ZF_FI01 - FI - Debit Note Form | 1     |
| Financial & Accounting Su | ZF_FI01 - FI - Debit Note Form | 1     |
| Financial Control Departm | ZF_FI01 - FI - Debit Note Form | 1     |
| Financial Reporting Manag | ZF_FI01 - FI - Debit Note Form | 1     |
| Financial Reporting Offic | ZF_FI01 - FI - Debit Note Form | 1     |
| Financial Reporting Senio | ZF_FI01 - FI - Debit Note Form | 1     |
| Financial Reporting Super | ZF_FI01 - FI - Debit Note Form | 1     |
| Gen. Accounting Superviso | ZF_FI01 - FI - Debit Note Form | 1     |
| Managerial Reporting Supe | ZF_FI01 - FI - Debit Note Form | 1     |
| MGM_REP                   | ZF_FI01 - FI - Debit Note Form | 1     |
| Mgt Reporting & Budget Se | ZF_FI01 - FI - Debit Note Form | 1     |
| President Director        | ZF_FI01 - FI - Debit Note Form | 1     |
| SAP Support               | ZF_FI01 - FI - Debit Note Form | 1     |
| Tax Manager               | ZF_FI01 - FI - Debit Note Form | 1     |
| Tax Officer               | ZF_FI01 - FI - Debit Note Form | 1     |
| Trade Finance Admin.      | ZF_FI01 - FI - Debit Note Form | 1     |
| Trade Finance Officer     | ZF_FI01 - FI - Debit Note Form | 1     |
| Treasury & Bangking Manag | ZF_FI01 - FI - Debit Note Form | 1     |
| Treasury Administration   | ZF_FI01 - FI - Debit Note Form | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Treasury General Manager  | ZF_FI01 - FI - Debit Note Form  | 1     |
| Treasury Settlement Offic | ZF_FI01 - FI - Debit Note Form  | 1     |
| Treasury Superintendent   | ZF_FI01 - FI - Debit Note Form  | 1     |
| Accounting & Tax Officer  | ZF_FI02 - FI - Credit Note Form | 1     |
| Accounting Administrator  | ZF_FI02 - FI - Credit Note Form | 1     |
| Accounting Manager        | ZF_FI02 - FI - Credit Note Form | 1     |
| Accounting Officer        | ZF_FI02 - FI - Credit Note Form | 1     |
| Administration Staff      | ZF_FI02 - FI - Credit Note Form | 1     |
| AP & AR Control Superviso | ZF_FI02 - FI - Credit Note Form | 1     |
| AP Control Manager        | ZF_FI02 - FI - Credit Note Form | 1     |
| AP Controller             | ZF_FI02 - FI - Credit Note Form | 1     |
| AR Control Superintendent | ZF_FI02 - FI - Credit Note Form | 1     |
| AR NON Trade Control Serv | ZF_FI02 - FI - Credit Note Form | 1     |
| AR Officer                | ZF_FI02 - FI - Credit Note Form | 1     |
| AR Trade Control Service  | ZF_FI02 - FI - Credit Note Form | 1     |
| Budget & Control Supervis | ZF_FI02 - FI - Credit Note Form | 1     |
| Budget Officer            | ZF_FI02 - FI - Credit Note Form | 1     |
| Default position          | ZF_FI02 - FI - Credit Note Form | 1     |
| Finance & Adm General Man | ZF_FI02 - FI - Credit Note Form | 1     |
| Finance Admin             | ZF_FI02 - FI - Credit Note Form | 1     |
| Finance Rep. & Analyst Ma | ZF_FI02 - FI - Credit Note Form | 1     |
| Finance Reporting Officer | ZF_FI02 - FI - Credit Note Form | 1     |
| Financial & Accounting Su | ZF_FI02 - FI - Credit Note Form | 1     |
| Financial Control Departm | ZF_FI02 - FI - Credit Note Form | 1     |

| HR Position               | Code Matrix                     | Count |
|---------------------------|---------------------------------|-------|
| Financial Reporting Manag | ZF_FI02 - FI - Credit Note Form | 1     |
| Financial Reporting Offic | ZF_FI02 - FI - Credit Note Form | 1     |
| Financial Reporting Senio | ZF_FI02 - FI - Credit Note Form | 1     |
| Financial Reporting Super | ZF_FI02 - FI - Credit Note Form | 1     |
| Gen. Accounting Superviso | ZF_FI02 - FI - Credit Note Form | 1     |
| Managerial Reporting Supe | ZF_FI02 - FI - Credit Note Form | 1     |
| MGM_REP                   | ZF_FI02 - FI - Credit Note Form | 1     |
| Mgt Reporting & Budget Se | ZF_FI02 - FI - Credit Note Form | 1     |
| President Director        | ZF_FI02 - FI - Credit Note Form | 1     |
| SAP Support               | ZF_FI02 - FI - Credit Note Form | 1     |
| Tax Manager               | ZF_FI02 - FI - Credit Note Form | 1     |
| Tax Officer               | ZF_FI02 - FI - Credit Note Form | 1     |
| Accounting & Tax Officer  | ZF_FI03 - Memorial journal      | 1     |
| Accounting Administrator  | ZF_FI03 - Memorial journal      | 1     |
| Accounting Manager        | ZF_FI03 - Memorial journal      | 1     |
| Accounting Officer        | ZF_FI03 - Memorial journal      | 1     |
| Administration Staff      | ZF_FI03 - Memorial journal      | 1     |
| AP & AR Control Superviso | ZF_FI03 - Memorial journal      | 1     |
| AP Control Manager        | ZF_FI03 - Memorial journal      | 1     |
| AP Controller             | ZF_FI03 - Memorial journal      | 1     |
| AR Control Superintendent | ZF_FI03 - Memorial journal      | 1     |
| AR NON Trade Control Serv | ZF_FI03 - Memorial journal      | 1     |
| AR Officer                | ZF_FI03 - Memorial journal      | 1     |
| AR Trade Control Service  | ZF_FI03 - Memorial journal      | 1     |

| HR Position                    | Code Matrix                | Count |
|--------------------------------|----------------------------|-------|
| Bank & Trade Finance Mana      | ZF_FI03 - Memorial journal | 1     |
| Bank Rels. Officer & Cash      | ZF_FI03 - Memorial journal | 1     |
| Budget & Control Supervis      | ZF_FI03 - Memorial journal | 1     |
| Budget Officer                 | ZF_FI03 - Memorial journal | 1     |
| Cash Management Administration | ZF_FI03 - Memorial journal | 1     |
| Cash Management Officer        | ZF_FI03 - Memorial journal | 1     |
| Claim & Compensation Admi      | ZF_FI03 - Memorial journal | 1     |
| Comp.Benefit Admin             | ZF_FI03 - Memorial journal | 1     |
| Comp.Benefit HR Berau Off      | ZF_FI03 - Memorial journal | 1     |
| Comp.Benefit HR Berau Sup      | ZF_FI03 - Memorial journal | 1     |
| Compensation & Benefits A      | ZF_FI03 - Memorial journal | 1     |
| Default position               | ZF_FI03 - Memorial journal | 1     |
| Finance & Adm General Man      | ZF_FI03 - Memorial journal | 1     |
| Finance Admin                  | ZF_FI03 - Memorial journal | 1     |
| Finance Rep. & Analyst Ma      | ZF_FI03 - Memorial journal | 1     |
| Finance Reporting Officer      | ZF_FI03 - Memorial journal | 1     |
| Financial & Accounting Su      | ZF_FI03 - Memorial journal | 1     |
| Financial Control Departm      | ZF_FI03 - Memorial journal | 1     |
| Financial Reporting Manag      | ZF_FI03 - Memorial journal | 1     |
| Financial Reporting Offic      | ZF_FI03 - Memorial journal | 1     |
| Financial Reporting Senio      | ZF_FI03 - Memorial journal | 1     |
| Financial Reporting Super      | ZF_FI03 - Memorial journal | 1     |
| GA Staff JKT                   | ZF_FI03 - Memorial journal | 1     |
| Gen. Accounting Superviso      | ZF_FI03 - Memorial journal | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| HR & GA Manager - JKT     | ZF_FI03 - Memorial journal       | 1     |
| HR System Support Officer | ZF_FI03 - Memorial journal       | 1     |
| Managerial Reporting Supe | ZF_FI03 - Memorial journal       | 1     |
| MGM_REP                   | ZF_FI03 - Memorial journal       | 1     |
| Mgt Reporting & Budget Se | ZF_FI03 - Memorial journal       | 1     |
| Payment & Bank Reconsile  | ZF_FI03 - Memorial journal       | 1     |
| Payroll Admin             | ZF_FI03 - Memorial journal       | 1     |
| Payroll Officer           | ZF_FI03 - Memorial journal       | 1     |
| President Director        | ZF_FI03 - Memorial journal       | 1     |
| Recruit & Assessment Offi | ZF_Fl03 - Memorial journal       | 1     |
| SAP Support               | ZF_FI03 - Memorial journal       | 1     |
| Support Administrator Off | ZF_FI03 - Memorial journal       | 1     |
| Tax Manager               | ZF_FI03 - Memorial journal       | 1     |
| Tax Officer               | ZF_Fl03 - Memorial journal       | 1     |
| Trade Finance Admin.      | ZF_Fl03 - Memorial journal       | 1     |
| Trade Finance Officer     | ZF_FI03 - Memorial journal       | 1     |
| Travelling & Claim Admin  | ZF_Fl03 - Memorial journal       | 1     |
| Treasury & Bangking Manag | ZF_Fl03 - Memorial journal       | 1     |
| Treasury Administration   | ZF_Fl03 - Memorial journal       | 1     |
| Treasury General Manager  | ZF_Fl03 - Memorial journal       | 1     |
| Treasury Settlement Offic | ZF_Fl03 - Memorial journal       | 1     |
| Treasury Superintendent   | ZF_Fl03 - Memorial journal       | 1     |
| Welfare Admin Supervisor  | ZF_Fl03 - Memorial journal       | 1     |
| Claim & Compensation Admi | ZF_HR01 - Payment Advance Travel | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Comp.Benefit HR Berau Sup | ZF_HR01 - Payment Advance Travel | 1     |
| Compensation & Benefits A | ZF_HR01 - Payment Advance Travel | 1     |
| GA Staff JKT              | ZF_HR01 - Payment Advance Travel | 1     |
| Payment & Bank Reconsile  | ZF_HR01 - Payment Advance Travel | 1     |
| Recruit & Assessment Offi | ZF_HR01 - Payment Advance Travel | 1     |
| Support Administrator Off | ZF_HR01 - Payment Advance Travel | 1     |
| Travelling & Claim Admin  | ZF_HR01 - Payment Advance Travel | 1     |
| Welfare Admin Supervisor  | ZF_HR01 - Payment Advance Travel | 1     |
| Admin & Data Processing S | ZF_HR02 - Travel Expense Form    | 1     |
| Admin Doc. Filling        | ZF_HR02 - Travel Expense Form    | 1     |
| Administration Staff      | ZF_HR02 - Travel Expense Form    | 1     |
| AP Control Manager        | ZF_HR02 - Travel Expense Form    | 1     |
| AP Control Superintendent | ZF_HR02 - Travel Expense Form    | 1     |
| AP Officer                | ZF_HR02 - Travel Expense Form    | 1     |
| AR Control Superintendent | ZF_HR02 - Travel Expense Form    | 1     |
| AR NON Trade Control Serv | ZF_HR02 - Travel Expense Form    | 1     |
| AR Trade Control Service  | ZF_HR02 - Travel Expense Form    | 1     |
| Claim & Compensation Admi | ZF_HR02 - Travel Expense Form    | 1     |
| Comp.Benefit HR Berau Sup | ZF_HR02 - Travel Expense Form    | 1     |
| Compensation & Benefits A | ZF_HR02 - Travel Expense Form    | 1     |
| Finance & Adm General Man | ZF_HR02 - Travel Expense Form    | 1     |
| GA Service Supervisor     | ZF_HR02 - Travel Expense Form    | 1     |
| GA Staff JKT              | ZF_HR02 - Travel Expense Form    | 1     |
| Operation Support Service | ZF_HR02 - Travel Expense Form    | 1     |

| HR Position                    | Code Matrix                   | Count |
|--------------------------------|-------------------------------|-------|
| Payment & Bank Reconsile       | ZF_HR02 - Travel Expense Form | 1     |
| Recruit & Assessment Offi      | ZF_HR02 - Travel Expense Form | 1     |
| SAP Support                    | ZF_HR02 - Travel Expense Form | 1     |
| Shared Service Unit Gener      | ZF_HR02 - Travel Expense Form | 1     |
| Support Administrator Off      | ZF_HR02 - Travel Expense Form | 1     |
| Travelling & Claim Admin       | ZF_HR02 - Travel Expense Form | 1     |
| Welfare Admin Supervisor       | ZF_HR02 - Travel Expense Form | 1     |
| Accounting Officer             | ZF_HR03 - Assigment Form      | 1     |
| Admin & Data Processing S      | ZF_HR03 - Assigment Form      | 1     |
| Admin Doc. Filling             | ZF_HR03 - Assigment Form      | 1     |
| Administration Staff           | ZF_HR03 - Assigment Form      | 1     |
| AP Control Manager             | ZF_HR03 - Assigment Form      | 1     |
| AP Control Superintendent      | ZF_HR03 - Assigment Form      | 1     |
| AP Officer                     | ZF_HR03 - Assigment Form      | 1     |
| AR Control Superintendent      | ZF_HR03 - Assigment Form      | 1     |
| AR NON Trade Control Serv      | ZF_HR03 - Assigment Form      | 1     |
| AR Trade Control Service       | ZF_HR03 - Assigment Form      | 1     |
| Area 1 Marketing & S. man      | ZF_HR03 - Assigment Form      | 1     |
| Area 2 Marketing & S. man      | ZF_HR03 - Assigment Form      | 1     |
| Area 3 Marketing & S. man      | ZF_HR03 - Assigment Form      | 1     |
| Bank & Trade Finance Mana      | ZF_HR03 - Assigment Form      | 1     |
| Bank Rels. Officer & Cash      | ZF_HR03 - Assigment Form      | 1     |
| Cash Management Administration | ZF_HR03 - Assigment Form      | 1     |
| Claim & Compensation Admi      | ZF_HR03 - Assigment Form      | 1     |

| HR Position                     | Code Matrix              | Count |
|---------------------------------|--------------------------|-------|
| ComDev Admin & Logistic         | ZF_HR03 - Assigment Form | 1     |
| Commuication & Relation Officer | ZF_HR03 - Assigment Form | 1     |
| Community Rel Admin Suppo       | ZF_HR03 - Assigment Form | 1     |
| Comp.Benefit HR Berau Sup       | ZF_HR03 - Assigment Form | 1     |
| Compensation & Benefits A       | ZF_HR03 - Assigment Form | 1     |
| Corporate Affairs Officer       | ZF_HR03 - Assigment Form | 1     |
| Crewing Officer                 | ZF_HR03 - Assigment Form | 1     |
| Default position                | ZF_HR03 - Assigment Form | 1     |
| ER & LM Admin Officer           | ZF_HR03 - Assigment Form | 1     |
| Executive Secretary             | ZF_HR03 - Assigment Form | 1     |
| Finance & Adm General Man       | ZF_HR03 - Assigment Form | 1     |
| Finance Admin                   | ZF_HR03 - Assigment Form | 1     |
| Finance Analyst                 | ZF_HR03 - Assigment Form | 1     |
| Finance Reporting Officer       | ZF_HR03 - Assigment Form | 1     |
| Financial Control Departm       | ZF_HR03 - Assigment Form | 1     |
| Financial Reporting Offic       | ZF_HR03 - Assigment Form | 1     |
| Financial Reporting Senio       | ZF_HR03 - Assigment Form | 1     |
| GA Officer                      | ZF_HR03 - Assigment Form | 1     |
| GA Service Supervisor           | ZF_HR03 - Assigment Form | 1     |
| GA Staff JKT                    | ZF_HR03 - Assigment Form | 1     |
| GA Supervisor                   | ZF_HR03 - Assigment Form | 1     |
| Geology & Exploration Sup       | ZF_HR03 - Assigment Form | 1     |
| HR & GA Manager - JKT           | ZF_HR03 - Assigment Form | 1     |
| HSE General Admin               | ZF_HR03 - Assigment Form | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Infrastructure Dev. Plan  | ZF_HR03 - Assigment Form | 1     |
| Internal Audit            | ZF_HR03 - Assigment Form | 1     |
| IR & Welfare Superintende | ZF_HR03 - Assigment Form | 1     |
| Lati Port Supervisor      | ZF_HR03 - Assigment Form | 1     |
| Legal & Compliance Admin  | ZF_HR03 - Assigment Form | 1     |
| Legal Officer             | ZF_HR03 - Assigment Form | 1     |
| Logistic Section Head     | ZF_HR03 - Assigment Form | 1     |
| Marine Support Officer    | ZF_HR03 - Assigment Form | 1     |
| Marketing & Transp. Admin | ZF_HR03 - Assigment Form | 1     |
| Marketing Support Officer | ZF_HR03 - Assigment Form | 1     |
| Operation Support Service | ZF_HR03 - Assigment Form | 1     |
| Payment & Bank Reconsile  | ZF_HR03 - Assigment Form | 1     |
| Payroll Admin             | ZF_HR03 - Assigment Form | 1     |
| Planning & Design Eng.    | ZF_HR03 - Assigment Form | 1     |
| Port Engineer             | ZF_HR03 - Assigment Form | 1     |
| PQDC Officer              | ZF_HR03 - Assigment Form | 1     |
| Procurement Officer       | ZF_HR03 - Assigment Form | 1     |
| Procurement Staff         | ZF_HR03 - Assigment Form | 1     |
| Project Administration    | ZF_HR03 - Assigment Form | 1     |
| Project Officer           | ZF_HR03 - Assigment Form | 1     |
| Purchasing Officer        | ZF_HR03 - Assigment Form | 1     |
| Recruit & Assessment Offi | ZF_HR03 - Assigment Form | 1     |
| Sambarata Port Supervisor | ZF_HR03 - Assigment Form | 1     |
| SAP Support               | ZF_HR03 - Assigment Form | 1     |

| HR Position                   | Code Matrix                             | Count |
|-------------------------------|---|-------|
| Secretary Officer             | ZF_HR03 - Assigment Form                | 1     |
| Shared Service Unit Gener     | ZF_HR03 - Assigment Form                | 1     |
| Shipment Admin Officer        | ZF_HR03 - Assigment Form                | 1     |
| Shipping Admin                | ZF_HR03 - Assigment Form                | 1     |
| Shipping Admin Officer        | ZF_HR03 - Assigment Form                | 1     |
| Shipping Administration Staff | ZF_HR03 - Assigment Form                | 1     |
| Shipping Legal                | ZF_HR03 - Assigment Form                | 1     |
| Suaran Port Supervisor        | ZF_HR03 - Assigment Form                | 1     |
| Support Administrator Off     | ZF_HR03 - Assigment Form                | 1     |
| Supporting Infr. Dev. Sup     | ZF_HR03 - Assigment Form                | 1     |
| Trade Finance Officer         | ZF_HR03 - Assigment Form                | 1     |
| Transhipment Supervisor       | ZF_HR03 - Assigment Form                | 1     |
| Transport Analyst             | ZF_HR03 - Assigment Form                | 1     |
| Travelling & Claim Admin      | ZF_HR03 - Assigment Form                | 1     |
| Treasury & Bangking Manag     | ZF_HR03 - Assigment Form                | 1     |
| Treasury Administration       | ZF_HR03 - Assigment Form                | 1     |
| Welfare Admin Supervisor      | ZF_HR03 - Assigment Form                | 1     |
| Accounting & Tax Officer      | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Accounting Administrator      | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Accounting Manager            | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Accounting Officer            | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Admin & Data Processing S     | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Admin Doc. Filling            | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Administration Staff          | ZF_MM03 - MM - Payment Requisition Form | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| AP & AR Control Superviso | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AP Control Manager        | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AP Control Superintendent | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AP Controller             | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AP Officer                | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AR Control Superintendent | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AR NON Trade Control Serv | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AR Officer                | ZF_MM03 - MM - Payment Requisition Form | 1     |
| AR Trade Control Service  | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Bank & Trade Finance Mana | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Default position          | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Finance & Adm General Man | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Finance Admin             | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Finance Rep. & Analyst Ma | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Finance Reporting Officer | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Financial & Accounting Su | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Financial Control Departm | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Financial Reporting Manag | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Financial Reporting Offic | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Financial Reporting Senio | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Financial Reporting Super | ZF_MM03 - MM - Payment Requisition Form | 1     |
| GA Service Supervisor     | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Gen. Accounting Superviso | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Operation Support Service | ZF_MM03 - MM - Payment Requisition Form | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| President Director        | ZF_MM03 - MM - Payment Requisition Form | 1     |
| SAP Support               | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Shared Service Unit Gener | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Tax Manager               | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Tax Officer               | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Treasury & Bangking Manag | ZF_MM03 - MM - Payment Requisition Form | 1     |
| Accounting & Tax Officer  | ZF_MM04 - MM - Receipts List Form       | 1     |
| Accounting Administrator  | ZF_MM04 - MM - Receipts List Form       | 1     |
| Accounting Manager        | ZF_MM04 - MM - Receipts List Form       | 1     |
| Accounting Officer        | ZF_MM04 - MM - Receipts List Form       | 1     |
| Administration Staff      | ZF_MM04 - MM - Receipts List Form       | 1     |
| AP & AR Control Superviso | ZF_MM04 - MM - Receipts List Form       | 1     |
| AP Control Manager        | ZF_MM04 - MM - Receipts List Form       | 1     |
| AP Controller             | ZF_MM04 - MM - Receipts List Form       | 1     |
| AR Control Superintendent | ZF_MM04 - MM - Receipts List Form       | 1     |
| AR NON Trade Control Serv | ZF_MM04 - MM - Receipts List Form       | 1     |
| AR Officer                | ZF_MM04 - MM - Receipts List Form       | 1     |
| AR Trade Control Service  | ZF_MM04 - MM - Receipts List Form       | 1     |
| Budget & Control Supervis | ZF_MM04 - MM - Receipts List Form       | 1     |
| Budget Officer            | ZF_MM04 - MM - Receipts List Form       | 1     |
| Cost Estimator & Control  | ZF_MM04 - MM - Receipts List Form       | 1     |
| Default position          | ZF_MM04 - MM - Receipts List Form       | 1     |
| Finance & Adm General Man | ZF_MM04 - MM - Receipts List Form       | 1     |
| Finance Admin             | ZF_MM04 - MM - Receipts List Form       | 1     |

| HR Position               | Code Matrix                       | Count |
|---------------------------|-----------------------------------|-------|
| Finance Rep. & Analyst Ma | ZF_MM04 - MM - Receipts List Form | 1     |
| Finance Reporting Officer | ZF_MM04 - MM - Receipts List Form | 1     |
| Financial & Accounting Su | ZF_MM04 - MM - Receipts List Form | 1     |
| Financial Control Departm | ZF_MM04 - MM - Receipts List Form | 1     |
| Financial Reporting Manag | ZF_MM04 - MM - Receipts List Form | 1     |
| Financial Reporting Offic | ZF_MM04 - MM - Receipts List Form | 1     |
| Financial Reporting Senio | ZF_MM04 - MM - Receipts List Form | 1     |
| Financial Reporting Super | ZF_MM04 - MM - Receipts List Form | 1     |
| Gen. Accounting Superviso | ZF_MM04 - MM - Receipts List Form | 1     |
| Logistic GL               | ZF_MM04 - MM - Receipts List Form | 1     |
| Logistic GL Parts         | ZF_MM04 - MM - Receipts List Form | 1     |
| Logistic Manager          | ZF_MM04 - MM - Receipts List Form | 1     |
| Logistic Officer          | ZF_MM04 - MM - Receipts List Form | 1     |
| Logistic Section Head     | ZF_MM04 - MM - Receipts List Form | 1     |
| Logistic Supervisor       | ZF_MM04 - MM - Receipts List Form | 1     |
| Managerial Reporting Supe | ZF_MM04 - MM - Receipts List Form | 1     |
| MGM_REP                   | ZF_MM04 - MM - Receipts List Form | 1     |
| Mgt Reporting & Budget Se | ZF_MM04 - MM - Receipts List Form | 1     |
| President Director        | ZF_MM04 - MM - Receipts List Form | 1     |
| Procurement Officer       | ZF_MM04 - MM - Receipts List Form | 1     |
| Purchasing Adm. Officer   | ZF_MM04 - MM - Receipts List Form | 1     |
| Purchasing Manager        | ZF_MM04 - MM - Receipts List Form | 1     |
| Purchasing Officer        | ZF_MM04 - MM - Receipts List Form | 1     |
| Tax Manager               | ZF_MM04 - MM - Receipts List Form | 1     |

| HR Position               | Code Matrix                          | Count |
|---------------------------|--------------------------------------|-------|
| Tax Officer               | ZF_MM04 - MM - Receipts List Form    | 1     |
| Tender Officer            | ZF_MM04 - MM - Receipts List Form    | 1     |
| Warehouse Crew            | ZF_MM04 - MM - Receipts List Form    | 1     |
| Default position          | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Logistic GL               | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Logistic GL Parts         | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Logistic Officer          | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Logistic Section Head     | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Logistic Supervisor       | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Warehouse Crew            | ZF_MM05 - F_MM05 - Transfer Material | 1     |
| Asset Officer             | ZF_PM_01 - PM Work Order             | 1     |
| Building & General Asset  | ZF_PM_01 - PM Work Order             | 1     |
| Default position          | ZF_PM_01 - PM Work Order             | 1     |
| Elect. P & C Engineer     | ZF_PM_01 - PM Work Order             | 1     |
| Electrical Supervisor     | ZF_PM_01 - PM Work Order             | 1     |
| Engineering Manager       | ZF_PM_01 - PM Work Order             | 1     |
| Infrastructure Dev. Plan  | ZF_PM_01 - PM Work Order             | 1     |
| Logistic Section Head     | ZF_PM_01 - PM Work Order             | 1     |
| Mech & Elect Superintende | ZF_PM_01 - PM Work Order             | 1     |
| Mech. P & C Engineer      | ZF_PM_01 - PM Work Order             | 1     |
| Mechanical Supervisor     | ZF_PM_01 - PM Work Order             | 1     |
| P&C Superintendent        | ZF_PM_01 - PM Work Order             | 1     |
| Planning & Design Eng.    | ZF_PM_01 - PM Work Order             | 1     |
| Plant Maintenance Officer | ZF_PM_01 - PM Work Order             | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Project Officer           | ZF_PM_01 - PM Work Order                 | 1     |
| Supporting Infr. Dev. Sup | ZF_PM_01 - PM Work Order                 | 1     |
| Accounting Officer        | ZF_PS01 - Investment Requisition Form    | 1     |
| Budget & Control Supervis | ZF_PS01 - Investment Requisition Form    | 1     |
| Budget Officer            | ZF_PS01 - Investment Requisition Form    | 1     |
| Finance & Adm General Man | ZF_PS01 - Investment Requisition Form    | 1     |
| Finance Admin             | ZF_PS01 - Investment Requisition Form    | 1     |
| Finance Reporting Officer | ZF_PS01 - Investment Requisition Form    | 1     |
| Financial & Accounting Su | ZF_PS01 - Investment Requisition Form    | 1     |
| Financial Control Departm | ZF_PS01 - Investment Requisition Form    | 1     |
| Financial Reporting Manag | ZF_PS01 - Investment Requisition Form    | 1     |
| Financial Reporting Offic | ZF_PS01 - Investment Requisition Form    | 1     |
| Financial Reporting Super | ZF_PS01 - Investment Requisition Form    | 1     |
| Managerial Reporting Supe | ZF_PS01 - Investment Requisition Form    | 1     |
| MGM_REP                   | ZF_PS01 - Investment Requisition Form    | 1     |
| Mgt Reporting & Budget Se | ZF_PS01 - Investment Requisition Form    | 1     |
| SAP Support               | ZF_PS01_BC - Investment Requisition Form | 1     |
| Accounting & Tax Officer  | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |
| Accounting Administrator  | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |
| Accounting Manager        | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |
| Accounting Officer        | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |
| Administration Staff      | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |
| AP & AR Control Superviso | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |
| AP Control Manager        | ZF_SD_02 - SD - Revised Invoice Sales    | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| AR Control Superintendent | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| AR NON Trade Control Serv | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| AR Officer                | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| AR Trade Control Service  | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Area 1 Marketing & S. man | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Area 2 Marketing & S. man | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Area 3 Marketing & S. man | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Budget & Control Supervis | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Budget Officer            | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Default position          | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Finance & Adm General Man | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Finance Admin             | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Finance Rep. & Analyst Ma | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Finance Reporting Officer | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Financial & Accounting Su | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Financial Control Departm | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Financial Reporting Manag | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Financial Reporting Offic | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Financial Reporting Senio | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Financial Reporting Super | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Gen. Accounting Superviso | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Managerial Reporting Supe | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Marketing Support Officer | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| MGM_REP                   | ZF_SD_02 - SD - Revised Invoice Sales | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Mgt Reporting & Budget Se | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| President Director        | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| SAP Support               | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Shipment Admin Officer    | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Tax Manager               | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Tax Officer               | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Transport Analyst         | ZF_SD_02 - SD - Revised Invoice Sales | 1     |
| Accounting & Tax Officer  | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Accounting Administrator  | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Accounting Manager        | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Accounting Officer        | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Administration Staff      | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| AP & AR Control Superviso | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| AP Control Manager        | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| AR Control Superintendent | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| AR NON Trade Control Serv | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| AR Officer                | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| AR Trade Control Service  | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Budget & Control Supervis | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Budget Officer            | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Default position          | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Finance & Adm General Man | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Finance Admin             | ZF_SD01 - SD - Debit Note for Sales   | 1     |
| Finance Rep. & Analyst Ma | ZF_SD01 - SD - Debit Note for Sales   | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Finance Reporting Officer | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Financial & Accounting Su | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Financial Control Departm | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Financial Reporting Manag | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Financial Reporting Offic | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Financial Reporting Senio | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Financial Reporting Super | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Gen. Accounting Superviso | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Managerial Reporting Supe | ZF_SD01 - SD - Debit Note for Sales | 1     |
| MGM_REP                   | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Mgt Reporting & Budget Se | ZF_SD01 - SD - Debit Note for Sales | 1     |
| President Director        | ZF_SD01 - SD - Debit Note for Sales | 1     |
| SAP Support               | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Tax Manager               | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Tax Officer               | ZF_SD01 - SD - Debit Note for Sales | 1     |
| Accounting Administrator  | ZFI_SALES - Sales Report            | 1     |
| Accounting Manager        | ZFI_SALES - Sales Report            | 1     |
| Accounting Officer        | ZFI_SALES - Sales Report            | 1     |
| AP & AR Control Superviso | ZFI_SALES - Sales Report            | 1     |
| AP Control Manager        | ZFI_SALES - Sales Report            | 1     |
| AR Control Superintendent | ZFI_SALES - Sales Report            | 1     |
| Budget & Control Supervis | ZFI_SALES - Sales Report            | 1     |
| Budget Officer            | ZFI_SALES - Sales Report            | 1     |
| External Auditor          | ZFI_SALES - Sales Report            | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Finance & Adm General Man | ZFI_SALES - Sales Report           | 1     |
| Finance Admin             | ZFI_SALES - Sales Report           | 1     |
| Finance Rep. & Analyst Ma | ZFI_SALES - Sales Report           | 1     |
| Finance Reporting Officer | ZFI_SALES - Sales Report           | 1     |
| Financial & Accounting Su | ZFI_SALES - Sales Report           | 1     |
| Financial Control Departm | ZFI_SALES - Sales Report           | 1     |
| Financial Reporting Manag | ZFI_SALES - Sales Report           | 1     |
| Financial Reporting Offic | ZFI_SALES - Sales Report           | 1     |
| Financial Reporting Senio | ZFI_SALES - Sales Report           | 1     |
| Financial Reporting Super | ZFI_SALES - Sales Report           | 1     |
| Gen. Accounting Superviso | ZFI_SALES - Sales Report           | 1     |
| Internal Auditor          | ZFI_SALES - Sales Report           | 1     |
| Managerial Reporting Supe | ZFI_SALES - Sales Report           | 1     |
| MGM_REP                   | ZFI_SALES - Sales Report           | 1     |
| Mgt Reporting & Budget Se | ZFI_SALES - Sales Report           | 1     |
| President Director        | ZFI_SALES - Sales Report           | 1     |
| SAP Support               | ZFI_SALES - Sales Report           | 1     |
| Accounting Manager        | ZFI_SHPCOST - Shipment Cost Report | 1     |
| Accounting Officer        | ZFI_SHPCOST - Shipment Cost Report | 1     |
| AP Control Superintendent | ZFI_SHPCOST - Shipment Cost Report | 1     |
| AR Control Superintendent | ZFI_SHPCOST - Shipment Cost Report | 1     |
| Budget & Control Supervis | ZFI_SHPCOST - Shipment Cost Report | 1     |
| Budget Officer            | ZFI_SHPCOST - Shipment Cost Report | 1     |
| Finance & Adm General Man | ZFI_SHPCOST - Shipment Cost Report | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Admin             | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Finance Rep. & Analyst Ma | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Finance Reporting Officer | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Financial & Accounting Su | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Financial Control Departm | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Financial Reporting Manag | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Financial Reporting Offic | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Financial Reporting Super | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Managerial Reporting Supe | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| MGM_REP                   | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Mgt Reporting & Budget Se | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| SAP Support               | ZFI_SHPCOST - Shipment Cost Report        | 1     |
| Accounting & Tax Officer  | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Accounting Administrator  | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Accounting Manager        | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Accounting Officer        | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Administration Staff      | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Default position          | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Finance & Adm General Man | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Finance Admin             | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Finance Rep. & Analyst Ma | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Finance Reporting Officer | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Financial & Accounting Su | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |
| Financial Control Departm | ZFI001 - Tax Deferred - CorporateTax Rate | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Manag | ZFI001 - Tax Deferred - CorporateTax<br>Rate | 1     |
| Financial Reporting Offic | ZFI001 - Tax Deferred - CorporateTax Rate    | 1     |
| Financial Reporting Super | ZFI001 - Tax Deferred - CorporateTax Rate    | 1     |
| Gen. Accounting Superviso | ZFI001 - Tax Deferred - CorporateTax Rate    | 1     |
| President Director        | ZFI001 - Tax Deferred - CorporateTax Rate    | 1     |
| Tax Manager               | ZFI001 - Tax Deferred - CorporateTax Rate    | 1     |
| Tax Officer               | ZFI001 - Tax Deferred - CorporateTax Rate    | 1     |
| Accounting & Tax Officer  | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Accounting Administrator  | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Accounting Manager        | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Accounting Officer        | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Administration Staff      | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Default position          | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Finance & Adm General Man | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Finance Admin             | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Finance Rep. & Analyst Ma | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Finance Reporting Officer | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Financial & Accounting Su | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Financial Control Departm | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Financial Reporting Manag | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Financial Reporting Offic | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Financial Reporting Super | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| Gen. Accounting Superviso | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |
| President Director        | ZFI002 - Tax Deferred - GL Account Deferred  | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Tax Manager               | ZFI002 - Tax Deferred - GL Account Deferred | 1     |
| Tax Officer               | ZFI002 - Tax Deferred - GL Account Deferred | 1     |
| Accounting & Tax Officer  | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Accounting Administrator  | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Accounting Manager        | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Accounting Officer        | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Administration Staff      | ZFI003 - Perhitungan Tax Deferred           | 1     |
| AP Control Manager        | ZFI003 - Perhitungan Tax Deferred           | 1     |
| AR Control Superintendent | ZFI003 - Perhitungan Tax Deferred           | 1     |
| AR NON Trade Control Serv | ZFI003 - Perhitungan Tax Deferred           | 1     |
| AR Officer                | ZFI003 - Perhitungan Tax Deferred           | 1     |
| AR Trade Control Service  | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Default position          | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Finance & Adm General Man | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Finance Admin             | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Finance Rep. & Analyst Ma | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Finance Reporting Officer | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Financial & Accounting Su | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Financial Control Departm | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Financial Reporting Manag | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Financial Reporting Offic | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Financial Reporting Super | ZFI003 - Perhitungan Tax Deferred           | 1     |
| Gen. Accounting Superviso | ZFI003 - Perhitungan Tax Deferred           | 1     |
| President Director        | ZFI003 - Perhitungan Tax Deferred           | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Tax Manager               | ZFI003 - Perhitungan Tax Deferred              | 1     |
| Tax Officer               | ZFI003 - Perhitungan Tax Deferred              | 1     |
| Accounting & Tax Officer  | ZFI004 - Tax Deferred - GL Account<br>Deferred | 1     |
| Accounting Administrator  | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Accounting Manager        | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Accounting Officer        | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Administration Staff      | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Default position          | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Finance & Adm General Man | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Finance Admin             | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Finance Rep. & Analyst Ma | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Finance Reporting Officer | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Financial & Accounting Su | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Financial Control Departm | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Financial Reporting Manag | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Financial Reporting Offic | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Financial Reporting Super | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Gen. Accounting Superviso | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| President Director        | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Tax Manager               | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Tax Officer               | ZFI004 - Tax Deferred - GL Account Deferred    | 1     |
| Accounting Manager        | ZFIF002 - Form Supplement Budget               | 1     |
| Accounting Officer        | ZFIF002 - Form Supplement Budget               | 1     |
| Budget & Control Supervis | ZFIF002 - Form Supplement Budget               | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Budget Officer            | ZFIF002 - Form Supplement Budget             | 1     |
| Finance & Adm General Man | ZFIF002 - Form Supplement Budget             | 1     |
| Finance Admin             | ZFIF002 - Form Supplement Budget             | 1     |
| Finance Rep. & Analyst Ma | ZFIF002 - Form Supplement Budget             | 1     |
| Finance Reporting Officer | ZFIF002 - Form Supplement Budget             | 1     |
| Financial & Accounting Su | ZFIF002 - Form Supplement Budget             | 1     |
| Financial Control Departm | ZFIF002 - Form Supplement Budget             | 1     |
| Financial Reporting Manag | ZFIF002 - Form Supplement Budget             | 1     |
| Financial Reporting Offic | ZFIF002 - Form Supplement Budget             | 1     |
| Financial Reporting Super | ZFIF002 - Form Supplement Budget             | 1     |
| Managerial Reporting Supe | ZFIF002 - Form Supplement Budget             | 1     |
| MGM_REP                   | ZFIF002 - Form Supplement Budget             | 1     |
| Mgt Reporting & Budget Se | ZFIF002 - Form Supplement Budget             | 1     |
| President Director        | ZFIF002 - Form Supplement Budget             | 1     |
| Accounting Manager        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Accounting Officer        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Admin & Data Processing S | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Admin Doc. Filling        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Administration Staff      | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| AP & AR Control Superviso | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| AP Control Manager        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| AP Control Superintendent | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| AP Officer                | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Bank & Trade Finance Mana | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |

| HR Position                     | Code Matrix                                  | Count |
|---------------------------------|--|-------|
| Bank Rels. Officer & Cash       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Cash Management Administration  | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Claim & Compensation Admi       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| ComDev Admin & Logistic         | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Commuication & Relation Officer | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Community Rel Admin Suppo       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Corporate Affairs Officer       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Cost Estimator & Control        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Crewing Officer                 | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Default position                | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| ER & LM Admin Officer           | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Executive Secretary             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Finance & Adm General Man       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Finance Admin                   | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Finance Analyst                 | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Finance Rep. & Analyst Ma       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Finance Reporting Officer       | ZFIFMF002_1 - Form Supplement Budget - FM    | 1     |
| Financial & Accounting Su       | ZFIFMF002_1 - Form Supplement Budget - FM    | 1     |
| Financial Control Departm       | ZFIFMF002_1 - Form Supplement Budget - FM    | 1     |
| Financial Reporting Manag       | ZFIFMF002_1 - Form Supplement Budget - FM    | 1     |
| Financial Reporting Offic       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Financial Reporting Senio       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Financial Reporting Super       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| GA Officer                      | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| GA Service Supervisor     | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| GA Supervisor             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Geology & Exploration Sup | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| HSE General Admin         | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Infrastructure Dev. Plan  | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Internal Audit            | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Lati Port Supervisor      | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Legal & Compliance Admin  | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Legal Officer             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Marine Support Officer    | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Marketing & Transp. Admin | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Mgt Reporting & Budget Se | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Operation Support Service | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Payment & Bank Reconsile  | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Payroll Admin             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Planning & Design Eng.    | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Port Engineer             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| PQDC Officer              | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| President Director        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Procurement Officer       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Procurement Staff         | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Project Administration    | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Project Officer           | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Purchasing Manager        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |

| HR Position                   | Code Matrix                                  | Count |
|-------------------------------|--|-------|
| Purchasing Officer            | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Sambarata Port Supervisor     | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| SAP Support                   | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Secretary Officer             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Shipment Admin Officer        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Shipping Admin                | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Shipping Admin Officer        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Shipping Administration Staff | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Shipping Legal                | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Suaran Port Supervisor        | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Supporting Infr. Dev. Sup     | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Trade Finance Officer         | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Transhipment Supervisor       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Transport Analyst             | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Travelling & Claim Admin      | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Treasury & Bangking Manag     | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Treasury Administration       | ZFIFMF002_1 - Form Supplement<br>Budget - FM | 1     |
| Accounting Manager            | ZFIFMF002_2 - Form Transfer Budget           | 1     |
| Accounting Officer            | ZFIFMF002_2 - Form Transfer Budget           | 1     |
| Admin & Data Processing S     | ZFIFMF002_2 - Form Transfer Budget           | 1     |
| Admin Doc. Filling            | ZFIFMF002_2 - Form Transfer Budget           | 1     |
| Administration Staff          | ZFIFMF002_2 - Form Transfer Budget           | 1     |
| AP & AR Control Superviso     | ZFIFMF002_2 - Form Transfer Budget           | 1     |
| AP Control Manager            | ZFIFMF002_2 - Form Transfer Budget           | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| AP Control Superintendent       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| AP Officer                      | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Bank & Trade Finance Mana       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Bank Rels. Officer & Cash       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Budget & Control Supervis       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Budget Officer                  | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Cash Management Administration  | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Claim & Compensation Admi       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| ComDev Admin & Logistic         | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Commuication & Relation Officer | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Community Rel Admin Suppo       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Corporate Affairs Officer       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Corporate Secretary Manag       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Cost Estimator & Control        | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Crewing Officer                 | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Default position                | ZFIFMF002_2 - Form Transfer Budget | 1     |
| ER & LM Admin Officer           | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Executive Secretary             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Finance & Adm General Man       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Finance Admin                   | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Finance Analyst                 | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Finance Rep. & Analyst Ma       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Finance Reporting Officer       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Financial & Accounting Su       | ZFIFMF002_2 - Form Transfer Budget | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Financial Control Departm | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Financial Reporting Manag | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Financial Reporting Offic | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Financial Reporting Senio | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Financial Reporting Super | ZFIFMF002_2 - Form Transfer Budget | 1     |
| GA Officer                | ZFIFMF002_2 - Form Transfer Budget | 1     |
| GA Service Supervisor     | ZFIFMF002_2 - Form Transfer Budget | 1     |
| GA Supervisor             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Geology & Exploration Sup | ZFIFMF002_2 - Form Transfer Budget | 1     |
| HSE General Admin         | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Infrastructure Dev. Plan  | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Internal Audit            | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Lati Port Supervisor      | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Legal & Compliance Admin  | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Legal Officer             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Managerial Reporting Supe | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Marine Support Officer    | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Marketing & Transp. Admin | ZFIFMF002_2 - Form Transfer Budget | 1     |
| MGM_REP                   | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Mgt Reporting & Budget Se | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Operation Support Service | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Payment & Bank Reconsile  | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Payroll Admin             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Planning & Design Eng.    | ZFIFMF002_2 - Form Transfer Budget | 1     |

| HR Position                   | Code Matrix                        | Count |
|-------------------------------|------------------------------------|-------|
| Port Engineer                 | ZFIFMF002_2 - Form Transfer Budget | 1     |
| PQDC Officer                  | ZFIFMF002_2 - Form Transfer Budget | 1     |
| President Director            | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Procurement Officer           | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Procurement Staff             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Production Administration     | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Project Administration        | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Project Officer               | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Purchasing Manager            | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Purchasing Officer            | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Sambarata Port Supervisor     | ZFIFMF002_2 - Form Transfer Budget | 1     |
| SAP Support                   | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Secretary Officer             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Shipment Admin Officer        | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Shipping Admin                | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Shipping Admin Officer        | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Shipping Administration Staff | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Shipping Legal                | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Suaran Port Supervisor        | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Supporting Infr. Dev. Sup     | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Trade Finance Officer         | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Transhipment Supervisor       | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Transport Analyst             | ZFIFMF002_2 - Form Transfer Budget | 1     |
| Travelling & Claim Admin      | ZFIFMF002_2 - Form Transfer Budget | 1     |

| HR Position                     | Code Matrix                           | Count |
|---------------------------------|---------------------------------------|-------|
| Treasury & Bangking Manag       | ZFIFMF002_2 - Form Transfer Budget    | 1     |
| Treasury Administration         | ZFIFMF002_2 - Form Transfer Budget    | 1     |
| Accounting Manager              | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Accounting Officer              | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Admin & Data Processing S       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Admin Doc. Filling              | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Administration Staff            | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| AP & AR Control Superviso       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| AP Control Manager              | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| AP Control Superintendent       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| AP Officer                      | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| AR Control Manager              | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Area 1 Marketing & S. man       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Area 2 Marketing & S. man       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Area 3 Marketing & S. man       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Bank & Trade Finance Mana       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Bank Rels. Officer & Cash       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Binungan Mine Operation A       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Business Analyst Manager        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Cash Management Administration  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Claim & Compensation Admi       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Coal Handling Inf. Dev. &       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| ComDev Admin & Logistic         | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Commuication & Relation Officer | ZFIFMF002_3 - Form Return Budget - FM | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Community Rel Admin Suppo | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Corporate Affair Manager  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Corporate Affairs Officer | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Corporate Communication G | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Corporate Legal Manager   | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Corporate Legal Senior Ma | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Corporate Support Senior  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Cost Estimator & Control  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Crewing Officer           | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Default position          | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| EMS Area 1 Manager        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Energy Management Serv. G | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Engineering Manager       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Environment Manager       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| ER & LM Admin Officer     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| ER & OHSE Training Manage | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Executive Secretary       | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| External Relation & Land  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Finance & Adm General Man | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Finance Admin             | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Finance Analyst           | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Finance Deputy Director   | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Finance Rep. & Analyst Ma | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Finance Reporting Officer | ZFIFMF002_3 - Form Return Budget - FM | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Financial & Accounting Su | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Financial Control Departm | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Financial Reporting Manag | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Financial Reporting Offic | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Financial Reporting Senio | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Financial Reporting Super | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| GA Officer                | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| GA Service Supervisor     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| GA Supervisor             | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Gen. Service & Logistic G | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| General Affair Manager    | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Geology & Exploration Man | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Geology & Exploration Sup | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Geotechnic & Hydrology Ma | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| H.S.E General Manager     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| HR & GA Manager - JKT     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| HR Development Manager    | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| HRGA General Manager      | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| HSE General Admin         | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Infrastructure Dev. Plan  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Internal Audit            | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Internal Audit Manager    | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| IT & MIS General Manager  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| IT Manager                | ZFIFMF002_3 - Form Return Budget - FM | 1     |

| HR Position               | Code Matrix                           | Count |
|---------------------------|---------------------------------------|-------|
| Land Acquisition & Manage | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Lati Mine Opertaion Manag | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Lati Port Supervisor      | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Legal & Compliance Admin  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Legal Officer             | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Logistic Manager          | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Marine Support Officer    | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Marketing & Transp. Admin | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Marketing & transp. Direc | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Marketing & transp.Deputy | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Marketing Support Officer | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Mgt Reporting & Budget Se | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Mine Closure Manager      | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Mine Contract Management  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Mine Dev & Geology Genera | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Mine Plan & Control Manag | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Mining General Manager    | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| MIS Manager               | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| O.H.S. Manager            | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Operation Deputy Director | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Operation Director        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Operation Support Service | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| P. Quality & D. Control M | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Payment & Bank Reconsile  | ZFIFMF002_3 - Form Return Budget - FM | 1     |

| HR Position                   | Code Matrix                           | Count |
|-------------------------------|---------------------------------------|-------|
| Payroll Admin                 | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Planning & Design Eng.        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Port & Barging Opt. Manag     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Port Engineer                 | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| PQDC Officer                  | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| President Director            | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Procurement Officer           | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Procurement Staff             | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Project Administration        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Project Officer               | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Purchasing Manager            | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Purchasing Officer            | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| QHSE System Compliance Ma     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Risk Mgt. Compl. & Policy     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Sambarata Mine Operation      | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Sambarata Port Supervisor     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| SAP Support                   | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Secretary Officer             | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Security Manager              | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Shared Service Unit Gener     | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Shipment Admin Officer        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Shipping Admin                | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Shipping Admin Officer        | ZFIFMF002_3 - Form Return Budget - FM | 1     |
| Shipping Administration Staff | ZFIFMF002_3 - Form Return Budget - FM | 1     |

| HR Position                     | Code Matrix                                      | Count |
|---------------------------------|--|-------|
| Shipping Legal                  | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Shipping Manager                | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Suaran Port Supervisor          | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Supporting Infr. Dev. Sup       | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Tax Manager                     | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Technical Service Manager       | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Trade Finance Officer           | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Transhipment Supervisor         | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Transp. & Sales Adm. Gene       | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Transport & Shipment Mana       | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Transport Analyst               | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Travelling & Claim Admin        | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Treasury & Bangking Manag       | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Treasury Administration         | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Treasury General Manager        | ZFIFMF002_3 - Form Return Budget - FM            | 1     |
| Accounting Manager              | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |
| Accounting Officer              | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Administration Staff            | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |
| Bank & Trade Finance Mana       | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Budget & Control Supervis       | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Budget Officer                  | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |
| Commuication & Relation Officer | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |
| Community Rel Admin Suppo       | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |
| Contract & Doc. Control O       | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Default position          | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| ER & LM Admin Officer     | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Finance & Adm General Man | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Finance Admin             | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Finance Rep. & Analyst Ma | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Finance Reporting Officer | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Financial & Accounting Su | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Financial Control Departm | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Financial Reporting Manag | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Financial Reporting Offic | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Financial Reporting Super | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Infrastructure Dev. Plan  | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Managerial Reporting Supe | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| MGM_REP                   | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Mgt Reporting & Budget Se | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Planning & Design Eng.    | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| President Director        | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Production Administration | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Project Officer           | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| SAP Support               | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Supporting Infr. Dev. Sup | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Trade Finance Officer     | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |
| Treasury & Bangking Manag | ZFIFMF002_4 - Capex Project<br>Supplement Budget | 1     |
| Treasury General Manager  | ZFIFMF002_4 - Capex Project Supplement Budget    | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Treasury Superintendent   | ZFIFMF002_4 - Capex Project Supplement Budget | 1     |
| Accounting Manager        | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Bank & Trade Finance Mana | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Finance & Adm General Man | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Finance Rep. & Analyst Ma | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Financial & Accounting Su | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Financial Control Departm | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Financial Reporting Manag | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Mgt Reporting & Budget Se | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| President Director        | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Trade Finance Officer     | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Treasury & Bangking Manag | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Treasury General Manager  | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Treasury Superintendent   | ZFIGL008 - Table Maintenance for Equity Group | 1     |
| Accounting & Tax Officer  | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Accounting Manager        | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Accounting Officer        | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Administration Staff      | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| AP Controller             | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Default position          | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Finance Admin             | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Finance Rep. & Analyst Ma | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Finance Reporting Officer | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |
| Financial & Accounting Su | ZFIR005 - Transaction for ZFIGLR005_TAX       | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Financial Control Departm | ZFIR005 - Transaction for ZFIGLR005_TAX  | 1     |
| Financial Reporting Manag | ZFIR005 - Transaction for ZFIGLR005_TAX  | 1     |
| Financial Reporting Offic | ZFIR005 - Transaction for ZFIGLR005_TAX  | 1     |
| Financial Reporting Super | ZFIR005 - Transaction for ZFIGLR005_TAX  | 1     |
| Tax Manager               | ZFIR005 - Transaction for ZFIGLR005_TAX  | 1     |
| Tax Officer               | ZFIR005 - Transaction for ZFIGLR005_TAX  | 1     |
| Accounting & Tax Officer  | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Accounting Manager        | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Accounting Officer        | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Administration Staff      | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| AP Controller             | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Default position          | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Finance Admin             | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Finance Rep. & Analyst Ma | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Finance Reporting Officer | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Financial & Accounting Su | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Financial Control Departm | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Financial Reporting Manag | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Financial Reporting Offic | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Financial Reporting Super | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Tax Manager               | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Tax Officer               | ZFIR005A - Transaction for ZFIGLR005_TAX | 1     |
| Accounting & Tax Officer  | ZFIR006 - FI Tax PPN Report              | 1     |
| Accounting Manager        | ZFIR006 - FI Tax PPN Report              | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Accounting Officer        | ZFIR006 - FI Tax PPN Report         | 1     |
| Administration Staff      | ZFIR006 - FI Tax PPN Report         | 1     |
| AP Controller             | ZFIR006 - FI Tax PPN Report         | 1     |
| Default position          | ZFIR006 - FI Tax PPN Report         | 1     |
| Finance Admin             | ZFIR006 - FI Tax PPN Report         | 1     |
| Finance Rep. & Analyst Ma | ZFIR006 - FI Tax PPN Report         | 1     |
| Finance Reporting Officer | ZFIR006 - FI Tax PPN Report         | 1     |
| Financial & Accounting Su | ZFIR006 - FI Tax PPN Report         | 1     |
| Financial Control Departm | ZFIR006 - FI Tax PPN Report         | 1     |
| Financial Reporting Manag | ZFIR006 - FI Tax PPN Report         | 1     |
| Financial Reporting Offic | ZFIR006 - FI Tax PPN Report         | 1     |
| Financial Reporting Super | ZFIR006 - FI Tax PPN Report         | 1     |
| Tax Manager               | ZFIR006 - FI Tax PPN Report         | 1     |
| Tax Officer               | ZFIR006 - FI Tax PPN Report         | 1     |
| Accounting Administrator  | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Accounting Manager        | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Accounting Officer        | ZFIR008 - Laporan Perubahan Equitas | 1     |
| AP & AR Control Superviso | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Bank & Trade Finance Mana | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Budget & Control Supervis | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Budget Officer            | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Finance & Adm General Man | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Finance Admin             | ZFIR008 - Laporan Perubahan Equitas | 1     |
| Finance Rep. & Analyst Ma | ZFIR008 - Laporan Perubahan Equitas | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Financial & Accounting Su | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Financial Control Departm | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Financial Reporting Manag | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Financial Reporting Offic | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Financial Reporting Senio | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Financial Reporting Super | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Gen. Accounting Superviso | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Managerial Reporting Supe | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| MGM_REP                   | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Mgt Reporting & Budget Se | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| President Director        | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Trade Finance Officer     | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Treasury & Bangking Manag | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Treasury General Manager  | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Treasury Superintendent   | ZFIR008 - Laporan Perubahan Equitas           | 1     |
| Accounting & Tax Officer  | ZFIR901 - Detail Sales Tax from LIV Report    | 1     |
| Accounting Administrator  | ZFIR901 - Detail Sales Tax from LIV Report    | 1     |
| Accounting Manager        | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Accounting Officer        | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Administration Staff      | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| AP & AR Control Superviso | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| AP Controller             | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Budget & Control Supervis | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Budget Officer            | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Default position          | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Finance & Adm General Man | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Finance Admin             | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Finance Rep. & Analyst Ma | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Finance Reporting Officer | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Financial & Accounting Su | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Financial Control Departm | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Financial Reporting Manag | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Financial Reporting Offic | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Financial Reporting Senio | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Financial Reporting Super | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Gen. Accounting Superviso | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Managerial Reporting Supe | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| MGM_REP                   | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Mgt Reporting & Budget Se | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| President Director        | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| SAP Support               | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Tax Manager               | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Tax Officer               | ZFIR901 - Detail Sales Tax from LIV<br>Report | 1     |
| Accounting & Tax Officer  | ZFIR902 - Assets List Report                  | 1     |
| Accounting Administrator  | ZFIR902 - Assets List Report                  | 1     |
| Accounting Manager        | ZFIR902 - Assets List Report                  | 1     |
| Accounting Officer        | ZFIR902 - Assets List Report                  | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Administration Staff      | ZFIR902 - Assets List Report | 1     |
| AP & AR Control Superviso | ZFIR902 - Assets List Report | 1     |
| AP Control Manager        | ZFIR902 - Assets List Report | 1     |
| AP Controller             | ZFIR902 - Assets List Report | 1     |
| AR Control Superintendent | ZFIR902 - Assets List Report | 1     |
| AR NON Trade Control Serv | ZFIR902 - Assets List Report | 1     |
| AR Officer                | ZFIR902 - Assets List Report | 1     |
| AR Trade Control Service  | ZFIR902 - Assets List Report | 1     |
| Budget & Control Supervis | ZFIR902 - Assets List Report | 1     |
| Budget Officer            | ZFIR902 - Assets List Report | 1     |
| Default position          | ZFIR902 - Assets List Report | 1     |
| Finance & Adm General Man | ZFIR902 - Assets List Report | 1     |
| Finance Admin             | ZFIR902 - Assets List Report | 1     |
| Finance Rep. & Analyst Ma | ZFIR902 - Assets List Report | 1     |
| Finance Reporting Officer | ZFIR902 - Assets List Report | 1     |
| Financial & Accounting Su | ZFIR902 - Assets List Report | 1     |
| Financial Control Departm | ZFIR902 - Assets List Report | 1     |
| Financial Reporting Manag | ZFIR902 - Assets List Report | 1     |
| Financial Reporting Offic | ZFIR902 - Assets List Report | 1     |
| Financial Reporting Senio | ZFIR902 - Assets List Report | 1     |
| Financial Reporting Super | ZFIR902 - Assets List Report | 1     |
| Gen. Accounting Superviso | ZFIR902 - Assets List Report | 1     |
| Managerial Reporting Supe | ZFIR902 - Assets List Report | 1     |
| MGM_REP                   | ZFIR902 - Assets List Report | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Mgt Reporting & Budget Se | ZFIR902 - Assets List Report | 1     |
| President Director        | ZFIR902 - Assets List Report | 1     |
| SAP Support               | ZFIR902 - Assets List Report | 1     |
| Tax Manager               | ZFIR902 - Assets List Report | 1     |
| Tax Officer               | ZFIR902 - Assets List Report | 1     |
| Accounting Administrator  | ZFIR903 - Open GR Report     | 1     |
| Accounting Manager        | ZFIR903 - Open GR Report     | 1     |
| Accounting Officer        | ZFIR903 - Open GR Report     | 1     |
| AP & AR Control Superviso | ZFIR903 - Open GR Report     | 1     |
| AP Control Manager        | ZFIR903 - Open GR Report     | 1     |
| AP Controller             | ZFIR903 - Open GR Report     | 1     |
| Budget & Control Supervis | ZFIR903 - Open GR Report     | 1     |
| Budget Officer            | ZFIR903 - Open GR Report     | 1     |
| Finance & Adm General Man | ZFIR903 - Open GR Report     | 1     |
| Finance Admin             | ZFIR903 - Open GR Report     | 1     |
| Finance Rep. & Analyst Ma | ZFIR903 - Open GR Report     | 1     |
| Finance Reporting Officer | ZFIR903 - Open GR Report     | 1     |
| Financial & Accounting Su | ZFIR903 - Open GR Report     | 1     |
| Financial Control Departm | ZFIR903 - Open GR Report     | 1     |
| Financial Reporting Manag | ZFIR903 - Open GR Report     | 1     |
| Financial Reporting Offic | ZFIR903 - Open GR Report     | 1     |
| Financial Reporting Senio | ZFIR903 - Open GR Report     | 1     |
| Financial Reporting Super | ZFIR903 - Open GR Report     | 1     |
| Gen. Accounting Superviso | ZFIR903 - Open GR Report     | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Managerial Reporting Supe | ZFIR903 - Open GR Report       | 1     |
| MGM_REP                   | ZFIR903 - Open GR Report       | 1     |
| Mgt Reporting & Budget Se | ZFIR903 - Open GR Report       | 1     |
| President Director        | ZFIR903 - Open GR Report       | 1     |
| SAP Support               | ZFIR903 - Open GR Report       | 1     |
| Accounting Administrator  | ZFIR904 - Customer List Report | 1     |
| Accounting Manager        | ZFIR904 - Customer List Report | 1     |
| Accounting Officer        | ZFIR904 - Customer List Report | 1     |
| AP & AR Control Superviso | ZFIR904 - Customer List Report | 1     |
| AP Controller             | ZFIR904 - Customer List Report | 1     |
| Bank & Trade Finance Mana | ZFIR904 - Customer List Report | 1     |
| Budget & Control Supervis | ZFIR904 - Customer List Report | 1     |
| Budget Officer            | ZFIR904 - Customer List Report | 1     |
| External Auditor          | ZFIR904 - Customer List Report | 1     |
| Finance & Adm General Man | ZFIR904 - Customer List Report | 1     |
| Finance Admin             | ZFIR904 - Customer List Report | 1     |
| Finance Rep. & Analyst Ma | ZFIR904 - Customer List Report | 1     |
| Finance Reporting Officer | ZFIR904 - Customer List Report | 1     |
| Financial & Accounting Su | ZFIR904 - Customer List Report | 1     |
| Financial Control Departm | ZFIR904 - Customer List Report | 1     |
| Financial Reporting Manag | ZFIR904 - Customer List Report | 1     |
| Financial Reporting Offic | ZFIR904 - Customer List Report | 1     |
| Financial Reporting Senio | ZFIR904 - Customer List Report | 1     |
| Financial Reporting Super | ZFIR904 - Customer List Report | 1     |

| HR Position               | Code Matrix                    | Count |
|---------------------------|--------------------------------|-------|
| Gen. Accounting Superviso | ZFIR904 - Customer List Report | 1     |
| Internal Auditor          | ZFIR904 - Customer List Report | 1     |
| Managerial Reporting Supe | ZFIR904 - Customer List Report | 1     |
| MGM_REP                   | ZFIR904 - Customer List Report | 1     |
| Mgt Reporting & Budget Se | ZFIR904 - Customer List Report | 1     |
| President Director        | ZFIR904 - Customer List Report | 1     |
| SAP Support               | ZFIR904 - Customer List Report | 1     |
| Treasury & Bangking Manag | ZFIR904 - Customer List Report | 1     |
| Accounting Administrator  | ZFIR905 - GR Detail Report     | 1     |
| Accounting Manager        | ZFIR905 - GR Detail Report     | 1     |
| Accounting Officer        | ZFIR905 - GR Detail Report     | 1     |
| AP & AR Control Superviso | ZFIR905 - GR Detail Report     | 1     |
| AP Control Manager        | ZFIR905 - GR Detail Report     | 1     |
| Budget & Control Supervis | ZFIR905 - GR Detail Report     | 1     |
| Budget Officer            | ZFIR905 - GR Detail Report     | 1     |
| Finance & Adm General Man | ZFIR905 - GR Detail Report     | 1     |
| Finance Admin             | ZFIR905 - GR Detail Report     | 1     |
| Finance Rep. & Analyst Ma | ZFIR905 - GR Detail Report     | 1     |
| Finance Reporting Officer | ZFIR905 - GR Detail Report     | 1     |
| Financial & Accounting Su | ZFIR905 - GR Detail Report     | 1     |
| Financial Control Departm | ZFIR905 - GR Detail Report     | 1     |
| Financial Reporting Manag | ZFIR905 - GR Detail Report     | 1     |
| Financial Reporting Offic | ZFIR905 - GR Detail Report     | 1     |
| Financial Reporting Senio | ZFIR905 - GR Detail Report     | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Super | ZFIR905 - GR Detail Report                 | 1     |
| Gen. Accounting Superviso | ZFIR905 - GR Detail Report                 | 1     |
| Managerial Reporting Supe | ZFIR905 - GR Detail Report                 | 1     |
| MGM_REP                   | ZFIR905 - GR Detail Report                 | 1     |
| Mgt Reporting & Budget Se | ZFIR905 - GR Detail Report                 | 1     |
| President Director        | ZFIR905 - GR Detail Report                 | 1     |
| SAP Support               | ZFM001 - Table Maintenance for ZFM_DIR_MAP | 1     |
| Accounting Officer        | ZFM002 - FM Document List                  | 1     |
| Budget & Control Supervis | ZFM002 - FM Document List                  | 1     |
| Budget Officer            | ZFM002 - FM Document List                  | 1     |
| Finance Admin             | ZFM002 - FM Document List                  | 1     |
| Finance Reporting Officer | ZFM002 - FM Document List                  | 1     |
| Financial & Accounting Su | ZFM002 - FM Document List                  | 1     |
| Financial Control Departm | ZFM002 - FM Document List                  | 1     |
| Financial Reporting Manag | ZFM002 - FM Document List                  | 1     |
| Financial Reporting Offic | ZFM002 - FM Document List                  | 1     |
| Financial Reporting Super | ZFM002 - FM Document List                  | 1     |
| Managerial Reporting Supe | ZFM002 - FM Document List                  | 1     |
| MGM_REP                   | ZFM002 - FM Document List                  | 1     |
| Accounting Manager        | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Accounting Officer        | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Budget & Control Supervis | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Budget Officer            | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Finance & Adm General Man | ZFMF002_4 - Form Project Budget Supplement | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Finance Admin             | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Finance Rep. & Analyst Ma | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Finance Reporting Officer | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Financial & Accounting Su | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Financial Control Departm | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Financial Reporting Manag | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Financial Reporting Offic | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Financial Reporting Super | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Managerial Reporting Supe | ZFMF002_4 - Form Project Budget Supplement | 1     |
| MGM_REP                   | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Mgt Reporting & Budget Se | ZFMF002_4 - Form Project Budget Supplement | 1     |
| President Director        | ZFMF002_4 - Form Project Budget Supplement | 1     |
| Claim & Compensation Admi | ZHCM0005 - Medical Claims Upload           | 1     |
| Comp.Benefit HR Berau Sup | ZHCM0005 - Medical Claims Upload           | 1     |
| Compensation & Benefits A | ZHCM0005 - Medical Claims Upload           | 1     |
| GA Staff JKT              | ZHCM0005 - Medical Claims Upload           | 1     |
| Payment & Bank Reconsile  | ZHCM0005 - Medical Claims Upload           | 1     |
| Recruit & Assessment Offi | ZHCM0005 - Medical Claims Upload           | 1     |
| Support Administrator Off | ZHCM0005 - Medical Claims Upload           | 1     |
| Travelling & Claim Admin  | ZHCM0005 - Medical Claims Upload           | 1     |
| Welfare Admin Supervisor  | ZHCM0005 - Medical Claims Upload           | 1     |
| Comp.Benefit Admin        | ZHCM001 - Tax SPT Masa 1721<br>Bulanan     | 1     |
| Comp.Benefit HR Berau Off | ZHCM001 - Tax SPT Masa 1721<br>Bulanan     | 1     |
| Comp.Benefit HR Berau Sup | ZHCM001 - Tax SPT Masa 1721<br>Bulanan     | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| GA Staff JKT              | ZHCM001 - Tax SPT Masa 1721<br>Bulanan | 1     |
| HR & GA Manager - JKT     | ZHCM001 - Tax SPT Masa 1721<br>Bulanan | 1     |
| HR System Support Officer | ZHCM001 - Tax SPT Masa 1721<br>Bulanan | 1     |
| HRGA General Manager      | ZHCM001 - Tax SPT Masa 1721<br>Bulanan | 1     |
| Payroll Admin             | ZHCM001 - Tax SPT Masa 1721<br>Bulanan | 1     |
| Payroll Officer           | ZHCM001 - Tax SPT Masa 1721<br>Bulanan | 1     |
| Comp.Benefit Admin        | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| Comp.Benefit HR Berau Off | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| Comp.Benefit HR Berau Sup | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| GA Staff JKT              | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| HR & GA Manager - JKT     | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| HR System Support Officer | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| HRGA General Manager      | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| Payroll Admin             | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| Payroll Officer           | ZHCM002 - Bukti Potong PPh - 21        | 1     |
| Comp.Benefit Admin        | ZHCM003 - Preprocessing Payroll        | 1     |
| Comp.Benefit HR Berau Off | ZHCM003 - Preprocessing Payroll        | 1     |
| Comp.Benefit HR Berau Sup | ZHCM003 - Preprocessing Payroll        | 1     |
| GA Staff JKT              | ZHCM003 - Preprocessing Payroll        | 1     |
| HR & GA Manager - JKT     | ZHCM003 - Preprocessing Payroll        | 1     |
| HR System Support Officer | ZHCM003 - Preprocessing Payroll        | 1     |
| Payroll Admin             | ZHCM003 - Preprocessing Payroll        | 1     |
| Payroll Officer           | ZHCM003 - Preprocessing Payroll        | 1     |
| Claim & Compensation Admi | ZHCM004 - Preprocessing Benefits       | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Comp.Benefit Admin        | ZHCM004 - Preprocessing Benefits         | 1     |
| Comp.Benefit HR Berau Off | ZHCM004 - Preprocessing Benefits         | 1     |
| Comp.Benefit HR Berau Sup | ZHCM004 - Preprocessing Benefits         | 1     |
| Compensation & Benefits A | ZHCM004 - Preprocessing Benefits         | 1     |
| GA Staff JKT              | ZHCM004 - Preprocessing Benefits         | 1     |
| HR & GA Manager - JKT     | ZHCM004 - Preprocessing Benefits         | 1     |
| HR System Support Officer | ZHCM004 - Preprocessing Benefits         | 1     |
| Payment & Bank Reconsile  | ZHCM004 - Preprocessing Benefits         | 1     |
| Payroll Admin             | ZHCM004 - Preprocessing Benefits         | 1     |
| Payroll Officer           | ZHCM004 - Preprocessing Benefits         | 1     |
| Recruit & Assessment Offi | ZHCM004 - Preprocessing Benefits         | 1     |
| Support Administrator Off | ZHCM004 - Preprocessing Benefits         | 1     |
| Travelling & Claim Admin  | ZHCM004 - Preprocessing Benefits         | 1     |
| Welfare Admin Supervisor  | ZHCM004 - Preprocessing Benefits         | 1     |
| Comp.Benefit HR Berau Off | ZHCM005 - Generate Periodic Leave        | 1     |
| Comp.Benefit HR Berau Sup | ZHCM005 - Generate Periodic Leave        | 1     |
| GA Staff JKT              | ZHCM005 - Generate Periodic Leave        | 1     |
| HR & GA Manager - JKT     | ZHCM005 - Generate Periodic Leave        | 1     |
| HR System Support Officer | ZHCM005 - Generate Periodic Leave        | 1     |
| Claim & Compensation Admi | ZHCM006 - Upload Park Invoice<br>Journal | 1     |
| Comp.Benefit Admin        | ZHCM006 - Upload Park Invoice<br>Journal | 1     |
| Comp.Benefit HR Berau Off | ZHCM006 - Upload Park Invoice<br>Journal | 1     |
| Comp.Benefit HR Berau Sup | ZHCM006 - Upload Park Invoice<br>Journal | 1     |
| Compensation & Benefits A | ZHCM006 - Upload Park Invoice<br>Journal | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| GA Staff JKT              | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| HR & GA Manager - JKT     | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| HR System Support Officer | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Payment & Bank Reconsile  | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Payroll Admin             | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Payroll Officer           | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Recruit & Assessment Offi | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Support Administrator Off | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Travelling & Claim Admin  | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Welfare Admin Supervisor  | ZHCM006 - Upload Park Invoice<br>Journal    | 1     |
| Comp.Benefit HR Berau Off | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| Comp.Benefit HR Berau Sup | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| Compensation & Benefits A | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| GA Staff JKT              | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| HR & GA Manager - JKT     | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| HR System Support Officer | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| Payment & Bank Reconsile  | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| Welfare Admin Supervisor  | ZHCM006_BC - Upload Park Invoice Journal    | 1     |
| Comp.Benefit HR Berau Off | ZHCM008 - Assign med provider to vendor emp | 1     |
| Comp.Benefit HR Berau Sup | ZHCM008 - Assign med provider to vendor emp | 1     |
| GA Staff JKT              | ZHCM008 - Assign med provider to vendor emp | 1     |
| HR System Support Officer | ZHCM008 - Assign med provider to vendor emp | 1     |
| Administration Staff      | ZHCMTVE001 - Form Travel Plan               | 1     |
| GA Supervisor             | ZHCMTVE001 - Form Travel Plan               | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| General Affair Manager    | ZHCMTVE001 - Form Travel Plan               | 1     |
| HO Support Service Superv | ZHCMTVE001 - Form Travel Plan               | 1     |
| HO Support Superintendent | ZHCMTVE001 - Form Travel Plan               | 1     |
| SAP Support               | ZHCMTVE001 - Form Travel Plan               | 1     |
| Ticketing                 | ZHCMTVE001 - Form Travel Plan               | 1     |
| Accounting Administrator  | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Accounting Manager        | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Accounting Officer        | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| AP & AR Control Superviso | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Claim & Compensation Admi | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Comp.Benefit Admin        | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Comp.Benefit HR Berau Off | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Comp.Benefit HR Berau Sup | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Compensation & Benefits A | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Finance & Adm General Man | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Finance Admin             | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Finance Rep. & Analyst Ma | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Finance Reporting Officer | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Financial & Accounting Su | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Financial Control Departm | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Financial Reporting Manag | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Financial Reporting Offic | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Financial Reporting Senio | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Financial Reporting Super | ZHR_DEL_PARK - Delete Park Journal Document | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| GA Staff JKT              | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Gen. Accounting Superviso | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| HR & GA Manager - JKT     | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| HR System Support Officer | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| IR & Welfare Superintende | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Mgt Reporting & Budget Se | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Payment & Bank Reconsile  | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Payroll Admin             | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Payroll Officer           | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| President Director        | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Recruit & Assessment Offi | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Support Administrator Off | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Travelling & Claim Admin  | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Welfare Admin Supervisor  | ZHR_DEL_PARK - Delete Park Journal Document | 1     |
| Comp.Benefit Admin        | ZHR_DELPU01 - ZHR_DELPU01                   | 1     |
| Comp.Benefit HR Berau Off | ZHR_DELPU01 - ZHR_DELPU01                   | 1     |
| Comp.Benefit HR Berau Sup | ZHR_DELPU01 - ZHR_DELPU01                   | 1     |
| GA Staff JKT              | ZHR_DELPU01 - ZHR_DELPU01                   | 1     |
| Comp.Benefit Admin        | ZHR_EMPLOYEE - SAP Query<br>Employee Data   | 1     |
| Comp.Benefit HR Berau Off | ZHR_EMPLOYEE - SAP Query<br>Employee Data   | 1     |
| Comp.Benefit HR Berau Sup | ZHR_EMPLOYEE - SAP Query<br>Employee Data   | 1     |
| Compensation & Benefits A | ZHR_EMPLOYEE - SAP Query<br>Employee Data   | 1     |
| GA Staff JKT              | ZHR_EMPLOYEE - SAP Query<br>Employee Data   | 1     |
| HR & GA Manager - JKT     | ZHR_EMPLOYEE - SAP Query<br>Employee Data   | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| HR System Support Officer | ZHR_EMPLOYEE - SAP Query<br>Employee Data | 1     |
| HRGA General Manager      | ZHR_EMPLOYEE - SAP Query<br>Employee Data | 1     |
| Payment & Bank Reconsile  | ZHR_EMPLOYEE - SAP Query<br>Employee Data | 1     |
| Payroll Admin             | ZHR_EMPLOYEE - SAP Query<br>Employee Data | 1     |
| Payroll Officer           | ZHR_EMPLOYEE - SAP Query<br>Employee Data | 1     |
| Welfare Admin Supervisor  | ZHR_EMPLOYEE - SAP Query<br>Employee Data | 1     |
| Comp.Benefit Admin        | ZHR_GRADE - Infotype Grade                | 1     |
| Comp.Benefit HR Berau Off | ZHR_GRADE - Infotype Grade                | 1     |
| Comp.Benefit HR Berau Sup | ZHR_GRADE - Infotype Grade                | 1     |
| GA Staff JKT              | ZHR_GRADE - Infotype Grade                | 1     |
| HR & GA Manager - JKT     | ZHR_GRADE - Infotype Grade                | 1     |
| HR Development Manager    | ZHR_GRADE - Infotype Grade                | 1     |
| HR System Support Officer | ZHR_GRADE - Infotype Grade                | 1     |
| HRGA General Manager      | ZHR_GRADE - Infotype Grade                | 1     |
| Payroll Admin             | ZHR_GRADE - Infotype Grade                | 1     |
| Payroll Officer           | ZHR_GRADE - Infotype Grade                | 1     |
| Claim & Compensation Admi | ZHR_IT0000 - Infotype Action              | 1     |
| Comp.Benefit Admin        | ZHR_IT0000 - Infotype Action              | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0000 - Infotype Action              | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0000 - Infotype Action              | 1     |
| Compensation & Benefits A | ZHR_IT0000 - Infotype Action              | 1     |
| GA Staff JKT              | ZHR_IT0000 - Infotype Action              | 1     |
| HR & GA Manager - JKT     | ZHR_IT0000 - Infotype Action              | 1     |
| HR Development Manager    | ZHR_IT0000 - Infotype Action              | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| HR System Support Officer | ZHR_IT0000 - Infotype Action                    | 1     |
| HRGA General Manager      | ZHR_IT0000 - Infotype Action                    | 1     |
| Industrial Relation Coord | ZHR_IT0000 - Infotype Action                    | 1     |
| Industrial Relation Offic | ZHR_IT0000 - Infotype Action                    | 1     |
| IR & Welfare Superintende | ZHR_IT0000 - Infotype Action                    | 1     |
| Payment & Bank Reconsile  | ZHR_IT0000 - Infotype Action                    | 1     |
| Payroll Admin             | ZHR_IT0000 - Infotype Action                    | 1     |
| Payroll Officer           | ZHR_IT0000 - Infotype Action                    | 1     |
| Recruit & Assessment Offi | ZHR_IT0000 - Infotype Action                    | 1     |
| Recruitment Officer       | ZHR_IT0000 - Infotype Action                    | 1     |
| Support Administrator Off | ZHR_IT0000 - Infotype Action                    | 1     |
| Travelling & Claim Admin  | ZHR_IT0000 - Infotype Action                    | 1     |
| Welfare Admin Supervisor  | ZHR_IT0000 - Infotype Action                    | 1     |
| Claim & Compensation Admi | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Comp.Benefit Admin        | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Compensation & Benefits A | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| GA Staff JKT              | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| HR & GA Manager - JKT     | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| HR Development Manager    | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| HR System Support Officer | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| HRGA General Manager      | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Industrial Relation Coord | ZHR_IT0001 - Infotype Organizational Assignment | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Industrial Relation Offic | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| IR & Welfare Superintende | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Payment & Bank Reconsile  | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Payroll Admin             | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Payroll Officer           | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Recruit & Assessment Offi | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Recruitment Officer       | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Support Administrator Off | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Travelling & Claim Admin  | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Welfare Admin Supervisor  | ZHR_IT0001 - Infotype Organizational Assignment | 1     |
| Claim & Compensation Admi | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Comp.Benefit Admin        | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Compensation & Benefits A | ZHR_IT0002 - Infotype Personal Data             | 1     |
| GA Staff JKT              | ZHR_IT0002 - Infotype Personal Data             | 1     |
| HR & GA Manager - JKT     | ZHR_IT0002 - Infotype Personal Data             | 1     |
| HR Development Manager    | ZHR_IT0002 - Infotype Personal Data             | 1     |
| HR System Support Officer | ZHR_IT0002 - Infotype Personal Data             | 1     |
| HRGA General Manager      | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Industrial Relation Coord | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Industrial Relation Offic | ZHR_IT0002 - Infotype Personal Data             | 1     |
| IR & Welfare Superintende | ZHR_IT0002 - Infotype Personal Data             | 1     |
| Payment & Bank Reconsile  | ZHR_IT0002 - Infotype Personal Data             | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Payroll Admin             | ZHR_IT0002 - Infotype Personal Data | 1     |
| Payroll Officer           | ZHR_IT0002 - Infotype Personal Data | 1     |
| Recruit & Assessment Offi | ZHR_IT0002 - Infotype Personal Data | 1     |
| Recruitment Officer       | ZHR_IT0002 - Infotype Personal Data | 1     |
| Support Administrator Off | ZHR_IT0002 - Infotype Personal Data | 1     |
| Travelling & Claim Admin  | ZHR_IT0002 - Infotype Personal Data | 1     |
| Welfare Admin Supervisor  | ZHR_IT0002 - Infotype Personal Data | 1     |
| Claim & Compensation Admi | ZHR_IT0006 - Infotype Address       | 1     |
| Comp.Benefit Admin        | ZHR_IT0006 - Infotype Address       | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0006 - Infotype Address       | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0006 - Infotype Address       | 1     |
| Compensation & Benefits A | ZHR_IT0006 - Infotype Address       | 1     |
| GA Staff JKT              | ZHR_IT0006 - Infotype Address       | 1     |
| HR & GA Manager - JKT     | ZHR_IT0006 - Infotype Address       | 1     |
| HR Development Manager    | ZHR_IT0006 - Infotype Address       | 1     |
| HR System Support Officer | ZHR_IT0006 - Infotype Address       | 1     |
| HRGA General Manager      | ZHR_IT0006 - Infotype Address       | 1     |
| Industrial Relation Coord | ZHR_IT0006 - Infotype Address       | 1     |
| Industrial Relation Offic | ZHR_IT0006 - Infotype Address       | 1     |
| IR & Welfare Superintende | ZHR_IT0006 - Infotype Address       | 1     |
| Payment & Bank Reconsile  | ZHR_IT0006 - Infotype Address       | 1     |
| Payroll Admin             | ZHR_IT0006 - Infotype Address       | 1     |
| Payroll Officer           | ZHR_IT0006 - Infotype Address       | 1     |
| Recruit & Assessment Offi | ZHR_IT0006 - Infotype Address       | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Recruitment Officer       | ZHR_IT0006 - Infotype Address                 | 1     |
| Support Administrator Off | ZHR_IT0006 - Infotype Address                 | 1     |
| Travelling & Claim Admin  | ZHR_IT0006 - Infotype Address                 | 1     |
| Welfare Admin Supervisor  | ZHR_IT0006 - Infotype Address                 | 1     |
| Claim & Compensation Admi | ZHR_IT0007 - Infotype Planned<br>Working Time | 1     |
| Comp.Benefit Admin        | ZHR_IT0007 - Infotype Planned<br>Working Time | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0007 - Infotype Planned<br>Working Time | 1     |
| Compensation & Benefits A | ZHR_IT0007 - Infotype Planned<br>Working Time | 1     |
| GA Staff JKT              | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| HR & GA Manager - JKT     | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| HR System Support Officer | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| HRGA General Manager      | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| IR & Welfare Superintende | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Payment & Bank Reconsile  | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Payroll Admin             | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Payroll Officer           | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Recruit & Assessment Offi | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Support Administrator Off | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Travelling & Claim Admin  | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Welfare Admin Supervisor  | ZHR_IT0007 - Infotype Planned Working Time    | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0008 - Infotype Basic Pay               | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0008 - Infotype Basic Pay               | 1     |
| GA Staff JKT              | ZHR_IT0008 - Infotype Basic Pay               | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| HR & GA Manager - JKT     | ZHR_IT0008 - Infotype Basic Pay                   | 1     |
| HR System Support Officer | ZHR_IT0008 - Infotype Basic Pay                   | 1     |
| HRGA General Manager      | ZHR_IT0008 - Infotype Basic Pay                   | 1     |
| Comp.Benefit Admin        | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Compensation & Benefits A | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| GA Staff JKT              | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| HR & GA Manager - JKT     | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| HR System Support Officer | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| HRGA General Manager      | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Payment & Bank Reconsile  | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Payroll Admin             | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Payroll Officer           | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Welfare Admin Supervisor  | ZHR_IT0009 - Infotype Bank Detail                 | 1     |
| Comp.Benefit Admin        | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| GA Staff JKT              | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| HR & GA Manager - JKT     | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| HR System Support Officer | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| HRGA General Manager      | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| Payroll Admin             | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |
| Payroll Officer           | ZHR_IT0014 - Infotype Recurring Payment / Deducti | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Comp.Benefit Admin        | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| GA Staff JKT              | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| HR & GA Manager - JKT     | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| HR System Support Officer | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| HRGA General Manager      | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| Payroll Admin             | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| Payroll Officer           | ZHR_IT0015 - Infotype Additional Payment  | 1     |
| Claim & Compensation Admi | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Comp.Benefit Admin        | ZHR_IT0016 - Infotype Contract Element    | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Compensation & Benefits A | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| GA Staff JKT              | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| HR & GA Manager - JKT     | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| HR Development Manager    | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| HR System Support Officer | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| HRGA General Manager      | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Industrial Relation Coord | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Industrial Relation Offic | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| IR & Welfare Superintende | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Payment & Bank Reconsile  | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Payroll Admin             | ZHR_IT0016 - Infotype Contract Element    | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Payroll Officer           | ZHR_IT0016 - Infotype Contract Element    | 1     |
| Recruit & Assessment Offi | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Recruitment Officer       | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Support Administrator Off | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Travelling & Claim Admin  | ZHR_IT0016 - Infotype Contract Element    | 1     |
| Welfare Admin Supervisor  | ZHR_IT0016 - Infotype Contract<br>Element | 1     |
| Claim & Compensation Admi | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Compensation & Benefits A | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| GA Staff JKT              | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| HR & GA Manager - JKT     | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| HR System Support Officer | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| HRGA General Manager      | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| IR & Welfare Superintende | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Payment & Bank Reconsile  | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Recruit & Assessment Offi | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Support Administrator Off | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Travelling & Claim Admin  | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Welfare Admin Supervisor  | ZHR_IT0017 - Infotype Travel Privileges   | 1     |
| Claim & Compensation Admi | ZHR_IT0019 - Infotype Task Monitoring     | 1     |
| Comp.Benefit Admin        | ZHR_IT0019 - Infotype Task Monitoring     | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0019 - Infotype Task Monitoring     | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0019 - Infotype Task Monitoring     | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Compensation & Benefits A | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| GA Staff JKT              | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| HR & GA Manager - JKT     | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| HR Development Manager    | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| HR System Support Officer | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| HRGA General Manager      | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Industrial Relation Coord | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Industrial Relation Offic | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| IR & Welfare Superintende | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Payment & Bank Reconsile  | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Payroll Admin             | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Payroll Officer           | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Recruit & Assessment Offi | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Recruitment Officer       | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Support Administrator Off | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Travelling & Claim Admin  | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Welfare Admin Supervisor  | ZHR_IT0019 - Infotype Task Monitoring            | 1     |
| Claim & Compensation Admi | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Comp.Benefit Admin        | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Compensation & Benefits A | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| GA Staff JKT              | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| HR & GA Manager - JKT     | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| HR Development Manager    | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| HR System Support Officer | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| HRGA General Manager      | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Industrial Relation Coord | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Industrial Relation Offic | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| IR & Welfare Superintende | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Payment & Bank Reconsile  | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Payroll Admin             | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Payroll Officer           | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Recruit & Assessment Offi | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Recruitment Officer       | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Support Administrator Off | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Travelling & Claim Admin  | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Welfare Admin Supervisor  | ZHR_IT0021 - Infotype Family Member / Dependents | 1     |
| Claim & Compensation Admi | ZHR_IT0022 - Infotype Education                  | 1     |
| Comp.Benefit Admin        | ZHR_IT0022 - Infotype Education                  | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0022 - Infotype Education                  | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0022 - Infotype Education                  | 1     |
| Compensation & Benefits A | ZHR_IT0022 - Infotype Education                  | 1     |
| GA Staff JKT              | ZHR_IT0022 - Infotype Education                  | 1     |
| HR & GA Manager - JKT     | ZHR_IT0022 - Infotype Education                  | 1     |
| HR Development Manager    | ZHR_IT0022 - Infotype Education                  | 1     |
| HR System Support Officer | ZHR_IT0022 - Infotype Education                  | 1     |
| HRGA General Manager      | ZHR_IT0022 - Infotype Education                  | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Industrial Relation Coord | ZHR_IT0022 - Infotype Education                 | 1     |
| Industrial Relation Offic | ZHR_IT0022 - Infotype Education                 | 1     |
| IR & Welfare Superintende | ZHR_IT0022 - Infotype Education                 | 1     |
| Payment & Bank Reconsile  | ZHR_IT0022 - Infotype Education                 | 1     |
| Payroll Admin             | ZHR_IT0022 - Infotype Education                 | 1     |
| Payroll Officer           | ZHR_IT0022 - Infotype Education                 | 1     |
| Recruit & Assessment Offi | ZHR_IT0022 - Infotype Education                 | 1     |
| Recruitment Officer       | ZHR_IT0022 - Infotype Education                 | 1     |
| Support Administrator Off | ZHR_IT0022 - Infotype Education                 | 1     |
| Travelling & Claim Admin  | ZHR_IT0022 - Infotype Education                 | 1     |
| Welfare Admin Supervisor  | ZHR_IT0022 - Infotype Education                 | 1     |
| Claim & Compensation Admi | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| Comp.Benefit Admin        | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| Compensation & Benefits A | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| GA Staff JKT              | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| HR & GA Manager - JKT     | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| HR Development Manager    | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| HR System Support Officer | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| HRGA General Manager      | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| Industrial Relation Coord | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| Industrial Relation Offic | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |
| IR & Welfare Superintende | ZHR_IT0023 - Infotype Other / Previous Employer | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Payment & Bank Reconsile  | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Payroll Admin             | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Payroll Officer           | ZHR_IT0023 - Infotype Other / Previous<br>Employer | 1     |
| Recruit & Assessment Offi | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Recruitment Officer       | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Support Administrator Off | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Travelling & Claim Admin  | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Welfare Admin Supervisor  | ZHR_IT0023 - Infotype Other / Previous Employer    | 1     |
| Comp.Benefit Admin        | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| GA Staff JKT              | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| HR & GA Manager - JKT     | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| HR System Support Officer | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| HRGA General Manager      | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| Payroll Admin             | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| Payroll Officer           | ZHR_IT0027 - Infotype Cost Distribution            | 1     |
| Claim & Compensation Admi | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |
| Comp.Benefit Admin        | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |
| Compensation & Benefits A | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |
| GA Staff JKT              | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |
| HR & GA Manager - JKT     | ZHR_IT0028 - Infotype Internal Medical Service     | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| HR Development Manager    | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| HR System Support Officer | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| HRGA General Manager      | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Industrial Relation Coord | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Industrial Relation Offic | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| IR & Welfare Superintende | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Payment & Bank Reconsile  | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Payroll Admin             | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Payroll Officer           | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Recruit & Assessment Offi | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Recruitment Officer       | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Support Administrator Off | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Travelling & Claim Admin  | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Welfare Admin Supervisor  | ZHR_IT0028 - Infotype Internal Medical Service | 1     |
| Claim & Compensation Admi | ZHR_IT0032 - Infotype Internal Data            | 1     |
| Comp.Benefit Admin        | ZHR_IT0032 - Infotype Internal Data            | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0032 - Infotype Internal Data            | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0032 - Infotype Internal Data            | 1     |
| Compensation & Benefits A | ZHR_IT0032 - Infotype Internal Data            | 1     |
| GA Staff JKT              | ZHR_IT0032 - Infotype Internal Data            | 1     |
| HR & GA Manager - JKT     | ZHR_IT0032 - Infotype Internal Data            | 1     |
| HR Development Manager    | ZHR_IT0032 - Infotype Internal Data            | 1     |
| HR System Support Officer | ZHR_IT0032 - Infotype Internal Data            | 1     |
| HRGA General Manager      | ZHR_IT0032 - Infotype Internal Data            | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Industrial Relation Coord | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Industrial Relation Offic | ZHR_IT0032 - Infotype Internal Data      | 1     |
| IR & Welfare Superintende | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Payment & Bank Reconsile  | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Payroll Admin             | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Payroll Officer           | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Recruit & Assessment Offi | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Recruitment Officer       | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Support Administrator Off | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Travelling & Claim Admin  | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Welfare Admin Supervisor  | ZHR_IT0032 - Infotype Internal Data      | 1     |
| Claim & Compensation Admi | ZHR_IT0034 - Infotype Corporate Function | 1     |
| Comp.Benefit Admin        | ZHR_IT0034 - Infotype Corporate Function | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0034 - Infotype Corporate Function | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0034 - Infotype Corporate Function | 1     |
| Compensation & Benefits A | ZHR_IT0034 - Infotype Corporate Function | 1     |
| GA Staff JKT              | ZHR_IT0034 - Infotype Corporate Function | 1     |
| HR & GA Manager - JKT     | ZHR_IT0034 - Infotype Corporate Function | 1     |
| HR Development Manager    | ZHR_IT0034 - Infotype Corporate Function | 1     |
| HR System Support Officer | ZHR_IT0034 - Infotype Corporate Function | 1     |
| HRGA General Manager      | ZHR_IT0034 - Infotype Corporate Function | 1     |
| Industrial Relation Coord | ZHR_IT0034 - Infotype Corporate Function | 1     |
| Industrial Relation Offic | ZHR_IT0034 - Infotype Corporate Function | 1     |
| IR & Welfare Superintende | ZHR_IT0034 - Infotype Corporate Function | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Payment & Bank Reconsile  | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Payroll Admin             | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Payroll Officer           | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Recruit & Assessment Offi | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Recruitment Officer       | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Support Administrator Off | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Travelling & Claim Admin  | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Welfare Admin Supervisor  | ZHR_IT0034 - Infotype Corporate Function   | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0034_2 - Infotype Corporate Function | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0034_2 - Infotype Corporate Function | 1     |
| GA Staff JKT              | ZHR_IT0034_2 - Infotype Corporate Function | 1     |
| HR & GA Manager - JKT     | ZHR_IT0034_2 - Infotype Corporate Function | 1     |
| HR System Support Officer | ZHR_IT0034_2 - Infotype Corporate Function | 1     |
| Claim & Compensation Admi | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| Comp.Benefit Admin        | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| Compensation & Benefits A | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| GA Staff JKT              | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| HR & GA Manager - JKT     | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| HR Development Manager    | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| HR System Support Officer | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| HRGA General Manager      | ZHR_IT0040 - Infotype Object On Loan       | 1     |
| Industrial Relation Coord | ZHR_IT0040 - Infotype Object On Loan       | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Industrial Relation Offic | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| IR & Welfare Superintende | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Payment & Bank Reconsile  | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Payroll Admin             | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Payroll Officer           | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Recruit & Assessment Offi | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Recruitment Officer       | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Support Administrator Off | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Travelling & Claim Admin  | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Welfare Admin Supervisor  | ZHR_IT0040 - Infotype Object On Loan        | 1     |
| Claim & Compensation Admi | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Comp.Benefit Admin        | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Compensation & Benefits A | ZHR_IT0041 - Infotype Date Specification    | 1     |
| GA Staff JKT              | ZHR_IT0041 - Infotype Date Specification    | 1     |
| HR & GA Manager - JKT     | ZHR_IT0041 - Infotype Date Specification    | 1     |
| HR Development Manager    | ZHR_IT0041 - Infotype Date Specification    | 1     |
| HR System Support Officer | ZHR_IT0041 - Infotype Date Specification    | 1     |
| HRGA General Manager      | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Industrial Relation Coord | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Industrial Relation Offic | ZHR_IT0041 - Infotype Date Specification    | 1     |
| IR & Welfare Superintende | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Payment & Bank Reconsile  | ZHR_IT0041 - Infotype Date<br>Specification | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Payroll Admin             | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Payroll Officer           | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Recruit & Assessment Offi | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Recruitment Officer       | ZHR_IT0041 - Infotype Date Specification    | 1     |
| Support Administrator Off | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Travelling & Claim Admin  | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Welfare Admin Supervisor  | ZHR_IT0041 - Infotype Date<br>Specification | 1     |
| Comp.Benefit Admin        | ZHR_IT0045 - Infotype Loan                  | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0045 - Infotype Loan                  | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0045 - Infotype Loan                  | 1     |
| GA Staff JKT              | ZHR_IT0045 - Infotype Loan                  | 1     |
| HR & GA Manager - JKT     | ZHR_IT0045 - Infotype Loan                  | 1     |
| HR System Support Officer | ZHR_IT0045 - Infotype Loan                  | 1     |
| HRGA General Manager      | ZHR_IT0045 - Infotype Loan                  | 1     |
| Payroll Admin             | ZHR_IT0045 - Infotype Loan                  | 1     |
| Payroll Officer           | ZHR_IT0045 - Infotype Loan                  | 1     |
| Claim & Compensation Admi | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| Comp.Benefit Admin        | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| Compensation & Benefits A | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| GA Staff JKT              | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| HR & GA Manager - JKT     | ZHR_IT0050 - Infotype Time Recording Info   | 1     |
| HR System Support Officer | ZHR_IT0050 - Infotype Time Recording Info   | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| HRGA General Manager      | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| IR & Welfare Superintende | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Payment & Bank Reconsile  | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Payroll Admin             | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Payroll Officer           | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Recruit & Assessment Offi | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Support Administrator Off | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Travelling & Claim Admin  | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Welfare Admin Supervisor  | ZHR_IT0050 - Infotype Time Recording Info         | 1     |
| Claim & Compensation Admi | ZHR_IT0077 - Infotype Additional Personal Data    | 1     |
| Comp.Benefit Admin        | ZHR_IT0077 - Infotype Additional Personal Data    | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0077 - Infotype Additional Personal Data    | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0077 - Infotype Additional Personal Data    | 1     |
| Compensation & Benefits A | ZHR_IT0077 - Infotype Additional Personal Data    | 1     |
| GA Staff JKT              | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| HR & GA Manager - JKT     | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| HR Development Manager    | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| HR System Support Officer | ZHR_IT0077 - Infotype Additional Personal Data    | 1     |
| HRGA General Manager      | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Industrial Relation Coord | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Industrial Relation Offic | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| IR & Welfare Superintende | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Payment & Bank Reconsile  | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Payroll Admin             | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Payroll Officer           | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Recruit & Assessment Offi | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Recruitment Officer       | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Support Administrator Off | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Travelling & Claim Admin  | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Welfare Admin Supervisor  | ZHR_IT0077 - Infotype Additional<br>Personal Data | 1     |
| Comp.Benefit Admin        | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| GA Staff JKT              | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| HR & GA Manager - JKT     | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| HR System Support Officer | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| HRGA General Manager      | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| Payroll Admin             | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| Payroll Officer           | ZHR_IT0078 - Infotype Loan Payment                | 1     |
| Claim & Compensation Admi | ZHR_IT0105 - Infotype Communication               | 1     |
| Comp.Benefit Admin        | ZHR_IT0105 - Infotype Communication               | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0105 - Infotype Communication               | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0105 - Infotype Communication               | 1     |
| Compensation & Benefits A | ZHR_IT0105 - Infotype Communication               | 1     |
| GA Staff JKT              | ZHR_IT0105 - Infotype Communication               | 1     |
| HR & GA Manager - JKT     | ZHR_IT0105 - Infotype Communication               | 1     |
| HR Development Manager    | ZHR_IT0105 - Infotype Communication               | 1     |
| HR System Support Officer | ZHR_IT0105 - Infotype Communication               | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| HRGA General Manager      | ZHR_IT0105 - Infotype Communication               | 1     |
| Industrial Relation Coord | ZHR_IT0105 - Infotype Communication               | 1     |
| Industrial Relation Offic | ZHR_IT0105 - Infotype Communication               | 1     |
| IR & Welfare Superintende | ZHR_IT0105 - Infotype Communication               | 1     |
| Payment & Bank Reconsile  | ZHR_IT0105 - Infotype Communication               | 1     |
| Payroll Admin             | ZHR_IT0105 - Infotype Communication               | 1     |
| Payroll Officer           | ZHR_IT0105 - Infotype Communication               | 1     |
| Recruit & Assessment Offi | ZHR_IT0105 - Infotype Communication               | 1     |
| Recruitment Officer       | ZHR_IT0105 - Infotype Communication               | 1     |
| Support Administrator Off | ZHR_IT0105 - Infotype Communication               | 1     |
| Travelling & Claim Admin  | ZHR_IT0105 - Infotype Communication               | 1     |
| Welfare Admin Supervisor  | ZHR_IT0105 - Infotype Communication               | 1     |
| Claim & Compensation Admi | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Comp.Benefit Admin        | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Compensation & Benefits A | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| GA Staff JKT              | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| HR & GA Manager - JKT     | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| HR System Support Officer | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| HRGA General Manager      | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| IR & Welfare Superintende | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Payment & Bank Reconsile  | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Payroll Admin             | ZHR_IT0171 - Infotype General Benefit Information | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Payroll Officer           | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Recruit & Assessment Offi | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Support Administrator Off | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Travelling & Claim Admin  | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Welfare Admin Supervisor  | ZHR_IT0171 - Infotype General Benefit Information | 1     |
| Claim & Compensation Admi | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Comp.Benefit Admin        | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Compensation & Benefits A | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| GA Staff JKT              | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| HR & GA Manager - JKT     | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| HR Development Manager    | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| HR System Support Officer | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| HRGA General Manager      | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Industrial Relation Coord | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Industrial Relation Offic | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| IR & Welfare Superintende | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Payment & Bank Reconsile  | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Payroll Admin             | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Payroll Officer           | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Recruit & Assessment Offi | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Recruitment Officer       | ZHR_IT0185 - Infotype Personal ID                 | 1     |
| Support Administrator Off | ZHR_IT0185 - Infotype Personal ID                 | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Travelling & Claim Admin  | ZHR_IT0185 - Infotype Personal ID              | 1     |
| Welfare Admin Supervisor  | ZHR_IT0185 - Infotype Personal ID              | 1     |
| Claim & Compensation Admi | ZHR_IT0219 - Infotype External Organization    | 1     |
| Comp.Benefit Admin        | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| Compensation & Benefits A | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| GA Staff JKT              | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| HR & GA Manager - JKT     | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| HR Development Manager    | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| HR System Support Officer | ZHR_IT0219 - Infotype External Organization    | 1     |
| HRGA General Manager      | ZHR_IT0219 - Infotype External Organization    | 1     |
| Industrial Relation Coord | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| Industrial Relation Offic | ZHR_IT0219 - Infotype External Organization    | 1     |
| IR & Welfare Superintende | ZHR_IT0219 - Infotype External Organization    | 1     |
| Payment & Bank Reconsile  | ZHR_IT0219 - Infotype External Organization    | 1     |
| Payroll Admin             | ZHR_IT0219 - Infotype External Organization    | 1     |
| Payroll Officer           | ZHR_IT0219 - Infotype External Organization    | 1     |
| Recruit & Assessment Offi | ZHR_IT0219 - Infotype External Organization    | 1     |
| Recruitment Officer       | ZHR_IT0219 - Infotype External<br>Organization | 1     |
| Support Administrator Off | ZHR_IT0219 - Infotype External Organization    | 1     |
| Travelling & Claim Admin  | ZHR_IT0219 - Infotype External Organization    | 1     |
| Welfare Admin Supervisor  | ZHR_IT0219 - Infotype External Organization    | 1     |
| Comp.Benefit Admin        | ZHR_IT0241 - Infotype Tax Data<br>Indonesia    | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Comp.Benefit HR Berau Off | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0241 - Infotype Tax Data<br>Indonesia       | 1     |
| Compensation & Benefits A | ZHR_IT0241 - Infotype Tax Data<br>Indonesia       | 1     |
| GA Staff JKT              | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| HR & GA Manager - JKT     | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| HR System Support Officer | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| HRGA General Manager      | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| Payment & Bank Reconsile  | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| Payroll Admin             | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| Payroll Officer           | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| Welfare Admin Supervisor  | ZHR_IT0241 - Infotype Tax Data Indonesia          | 1     |
| Comp.Benefit Admin        | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| GA Staff JKT              | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| HR & GA Manager - JKT     | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| HR System Support Officer | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| HRGA General Manager      | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| Payroll Admin             | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| Payroll Officer           | ZHR_IT0242 - Infotype Jamsostek Ins. Indonesia    | 1     |
| Comp.Benefit Admin        | ZHR_IT0267 - Infotype Additional Offcycle Payment | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0267 - Infotype Additional Offcycle Payment | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0267 - Infotype Additional Offcycle Payment | 1     |
| GA Staff JKT              | ZHR_IT0267 - Infotype Additional Offcycle Payment | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| HR & GA Manager - JKT     | ZHR_IT0267 - Infotype Additional Offcycle Payment    | 1     |
| HR System Support Officer | ZHR_IT0267 - Infotype Additional<br>Offcycle Payment | 1     |
| HRGA General Manager      | ZHR_IT0267 - Infotype Additional<br>Offcycle Payment | 1     |
| Payroll Admin             | ZHR_IT0267 - Infotype Additional Offcycle Payment    | 1     |
| Payroll Officer           | ZHR_IT0267 - Infotype Additional Offcycle Payment    | 1     |
| Comp.Benefit Admin        | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| GA Staff JKT              | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| HR & GA Manager - JKT     | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| HR System Support Officer | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| HRGA General Manager      | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| Payroll Admin             | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| Payroll Officer           | ZHR_IT0319 - Infotype Private Insurance Indonesia    | 1     |
| Claim & Compensation Admi | ZHR_IT2001 - Infotype Absence                        | 1     |
| Comp.Benefit Admin        | ZHR_IT2001 - Infotype Absence                        | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT2001 - Infotype Absence                        | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT2001 - Infotype Absence                        | 1     |
| Compensation & Benefits A | ZHR_IT2001 - Infotype Absence                        | 1     |
| GA Staff JKT              | ZHR_IT2001 - Infotype Absence                        | 1     |
| HR & GA Manager - JKT     | ZHR_IT2001 - Infotype Absence                        | 1     |
| HR System Support Officer | ZHR_IT2001 - Infotype Absence                        | 1     |
| HRGA General Manager      | ZHR_IT2001 - Infotype Absence                        | 1     |
| IR & Welfare Superintende | ZHR_IT2001 - Infotype Absence                        | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Payment & Bank Reconsile  | ZHR_IT2001 - Infotype Absence    | 1     |
| Payroll Admin             | ZHR_IT2001 - Infotype Absence    | 1     |
| Payroll Officer           | ZHR_IT2001 - Infotype Absence    | 1     |
| Recruit & Assessment Offi | ZHR_IT2001 - Infotype Absence    | 1     |
| Support Administrator Off | ZHR_IT2001 - Infotype Absence    | 1     |
| Travelling & Claim Admin  | ZHR_IT2001 - Infotype Absence    | 1     |
| Welfare Admin Supervisor  | ZHR_IT2001 - Infotype Absence    | 1     |
| Claim & Compensation Admi | ZHR_IT2002 - Infotype Attendance | 1     |
| Comp.Benefit Admin        | ZHR_IT2002 - Infotype Attendance | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT2002 - Infotype Attendance | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT2002 - Infotype Attendance | 1     |
| Compensation & Benefits A | ZHR_IT2002 - Infotype Attendance | 1     |
| GA Staff JKT              | ZHR_IT2002 - Infotype Attendance | 1     |
| HR & GA Manager - JKT     | ZHR_IT2002 - Infotype Attendance | 1     |
| HR System Support Officer | ZHR_IT2002 - Infotype Attendance | 1     |
| HRGA General Manager      | ZHR_IT2002 - Infotype Attendance | 1     |
| IR & Welfare Superintende | ZHR_IT2002 - Infotype Attendance | 1     |
| Payment & Bank Reconsile  | ZHR_IT2002 - Infotype Attendance | 1     |
| Payroll Admin             | ZHR_IT2002 - Infotype Attendance | 1     |
| Payroll Officer           | ZHR_IT2002 - Infotype Attendance | 1     |
| Recruit & Assessment Offi | ZHR_IT2002 - Infotype Attendance | 1     |
| Support Administrator Off | ZHR_IT2002 - Infotype Attendance | 1     |
| Travelling & Claim Admin  | ZHR_IT2002 - Infotype Attendance | 1     |
| Welfare Admin Supervisor  | ZHR_IT2002 - Infotype Attendance | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Claim & Compensation Admi | ZHR_IT2003 - Infotype Substitution | 1     |
| Comp.Benefit Admin        | ZHR_IT2003 - Infotype Substitution | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT2003 - Infotype Substitution | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT2003 - Infotype Substitution | 1     |
| Compensation & Benefits A | ZHR_IT2003 - Infotype Substitution | 1     |
| GA Staff JKT              | ZHR_IT2003 - Infotype Substitution | 1     |
| HR & GA Manager - JKT     | ZHR_IT2003 - Infotype Substitution | 1     |
| HR System Support Officer | ZHR_IT2003 - Infotype Substitution | 1     |
| HRGA General Manager      | ZHR_IT2003 - Infotype Substitution | 1     |
| IR & Welfare Superintende | ZHR_IT2003 - Infotype Substitution | 1     |
| Payment & Bank Reconsile  | ZHR_IT2003 - Infotype Substitution | 1     |
| Payroll Admin             | ZHR_IT2003 - Infotype Substitution | 1     |
| Payroll Officer           | ZHR_IT2003 - Infotype Substitution | 1     |
| Recruit & Assessment Offi | ZHR_IT2003 - Infotype Substitution | 1     |
| Support Administrator Off | ZHR_IT2003 - Infotype Substitution | 1     |
| Travelling & Claim Admin  | ZHR_IT2003 - Infotype Substitution | 1     |
| Welfare Admin Supervisor  | ZHR_IT2003 - Infotype Substitution | 1     |
| Claim & Compensation Admi | ZHR_IT2005 - Infotype Overtime     | 1     |
| Comp.Benefit Admin        | ZHR_IT2005 - Infotype Overtime     | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT2005 - Infotype Overtime     | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT2005 - Infotype Overtime     | 1     |
| Compensation & Benefits A | ZHR_IT2005 - Infotype Overtime     | 1     |
| GA Staff JKT              | ZHR_IT2005 - Infotype Overtime     | 1     |
| HR & GA Manager - JKT     | ZHR_IT2005 - Infotype Overtime     | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| HR System Support Officer | ZHR_IT2005 - Infotype Overtime      | 1     |
| HRGA General Manager      | ZHR_IT2005 - Infotype Overtime      | 1     |
| IR & Welfare Superintende | ZHR_IT2005 - Infotype Overtime      | 1     |
| Payment & Bank Reconsile  | ZHR_IT2005 - Infotype Overtime      | 1     |
| Payroll Admin             | ZHR_IT2005 - Infotype Overtime      | 1     |
| Payroll Officer           | ZHR_IT2005 - Infotype Overtime      | 1     |
| Recruit & Assessment Offi | ZHR_IT2005 - Infotype Overtime      | 1     |
| Support Administrator Off | ZHR_IT2005 - Infotype Overtime      | 1     |
| Travelling & Claim Admin  | ZHR_IT2005 - Infotype Overtime      | 1     |
| Welfare Admin Supervisor  | ZHR_IT2005 - Infotype Overtime      | 1     |
| Claim & Compensation Admi | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Comp.Benefit Admin        | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Compensation & Benefits A | ZHR_IT2006 - Infotype Absence Quota | 1     |
| GA Staff JKT              | ZHR_IT2006 - Infotype Absence Quota | 1     |
| HR & GA Manager - JKT     | ZHR_IT2006 - Infotype Absence Quota | 1     |
| HR System Support Officer | ZHR_IT2006 - Infotype Absence Quota | 1     |
| HRGA General Manager      | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Industrial Relation Coord | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Industrial Relation Offic | ZHR_IT2006 - Infotype Absence Quota | 1     |
| IR & Welfare Superintende | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Payment & Bank Reconsile  | ZHR_IT2006 - Infotype Absence Quota | 1     |
| Payroll Admin             | ZHR_IT2006 - Infotype Absence Quota | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Payroll Officer           | ZHR_IT2006 - Infotype Absence Quota                 | 1     |
| Recruit & Assessment Offi | ZHR_IT2006 - Infotype Absence Quota                 | 1     |
| Support Administrator Off | ZHR_IT2006 - Infotype Absence Quota                 | 1     |
| Travelling & Claim Admin  | ZHR_IT2006 - Infotype Absence Quota                 | 1     |
| Welfare Admin Supervisor  | ZHR_IT2006 - Infotype Absence Quota                 | 1     |
| Claim & Compensation Admi | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Comp.Benefit Admin        | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Comp.Benefit HR Berau Off | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Comp.Benefit HR Berau Sup | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Compensation & Benefits A | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| GA Staff JKT              | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| HR & GA Manager - JKT     | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| HR System Support Officer | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| HRGA General Manager      | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| IR & Welfare Superintende | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| Payment & Bank Reconsile  | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Payroll Admin             | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| Payroll Officer           | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| Recruit & Assessment Offi | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| Support Administrator Off | ZHR_IT2010 - Infotype Employee Remuneration Info    | 1     |
| Travelling & Claim Admin  | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Welfare Admin Supervisor  | ZHR_IT2010 - Infotype Employee<br>Remuneration Info | 1     |
| Comp.Benefit Admin        | ZHR_LOAN - Overview of Company Loans                | 1     |
| Comp.Benefit HR Berau Off | ZHR_LOAN - Overview of Company Loans                | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Comp.Benefit HR Berau Sup | ZHR_LOAN - Overview of Company Loans      | 1     |
| GA Staff JKT              | ZHR_LOAN - Overview of Company Loans      | 1     |
| HR & GA Manager - JKT     | ZHR_LOAN - Overview of Company Loans      | 1     |
| HR System Support Officer | ZHR_LOAN - Overview of Company Loans      | 1     |
| Payroll Admin             | ZHR_LOAN - Overview of Company Loans      | 1     |
| Payroll Officer           | ZHR_LOAN - Overview of Company Loans      | 1     |
| Comp.Benefit Admin        | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| Comp.Benefit HR Berau Off | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| Comp.Benefit HR Berau Sup | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| GA Staff JKT              | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| HR & GA Manager - JKT     | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| HR System Support Officer | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| Payroll Admin             | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| Payroll Officer           | ZHR_MPS - Manpower Distribution<br>Report | 1     |
| Comp.Benefit Admin        | ZHR_PSR - PSR Report                      | 1     |
| Comp.Benefit HR Berau Off | ZHR_PSR - PSR Report                      | 1     |
| Comp.Benefit HR Berau Sup | ZHR_PSR - PSR Report                      | 1     |
| GA Staff JKT              | ZHR_PSR - PSR Report                      | 1     |
| HR & GA Manager - JKT     | ZHR_PSR - PSR Report                      | 1     |
| HR System Support Officer | ZHR_PSR - PSR Report                      | 1     |
| Payroll Admin             | ZHR_PSR - PSR Report                      | 1     |
| Payroll Officer           | ZHR_PSR - PSR Report                      | 1     |
| Comp.Benefit Admin        | ZHR_PY_DTL - HR Detail PY                 | 1     |
| Comp.Benefit HR Berau Off | ZHR_PY_DTL - HR Detail PY                 | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Comp.Benefit HR Berau Sup | ZHR_PY_DTL - HR Detail PY                   | 1     |
| GA Staff JKT              | ZHR_PY_DTL - HR Detail PY                   | 1     |
| HR & GA Manager - JKT     | ZHR_PY_DTL - HR Detail PY                   | 1     |
| HR System Support Officer | ZHR_PY_DTL - HR Detail PY                   | 1     |
| HRGA General Manager      | ZHR_PY_DTL - HR Detail PY                   | 1     |
| Payroll Admin             | ZHR_PY_DTL - HR Detail PY                   | 1     |
| Payroll Officer           | ZHR_PY_DTL - HR Detail PY                   | 1     |
| Comp.Benefit Admin        | ZHR_PY_HDR - HR Header PY                   | 1     |
| Comp.Benefit HR Berau Off | ZHR_PY_HDR - HR Header PY                   | 1     |
| Comp.Benefit HR Berau Sup | ZHR_PY_HDR - HR Header PY                   | 1     |
| GA Staff JKT              | ZHR_PY_HDR - HR Header PY                   | 1     |
| HR & GA Manager - JKT     | ZHR_PY_HDR - HR Header PY                   | 1     |
| HR System Support Officer | ZHR_PY_HDR - HR Header PY                   | 1     |
| HRGA General Manager      | ZHR_PY_HDR - HR Header PY                   | 1     |
| Payroll Admin             | ZHR_PY_HDR - HR Header PY                   | 1     |
| Payroll Officer           | ZHR_PY_HDR - HR Header PY                   | 1     |
| HR & GA Manager - JKT     | ZHR_PY_POSTRUN - Payroll Posting Run Detail | 1     |
| Comp.Benefit Admin        | ZHR_UPL_ITPY - Upload Infotype Payroll      | 1     |
| Comp.Benefit HR Berau Off | ZHR_UPL_ITPY - Upload Infotype Payroll      | 1     |
| Comp.Benefit HR Berau Sup | ZHR_UPL_ITPY - Upload Infotype<br>Payroll   | 1     |
| GA Staff JKT              | ZHR_UPL_ITPY - Upload Infotype<br>Payroll   | 1     |
| HR & GA Manager - JKT     | ZHR_UPL_ITPY - Upload Infotype Payroll      | 1     |
| HR System Support Officer | ZHR_UPL_ITPY - Upload Infotype Payroll      | 1     |
| Payroll Admin             | ZHR_UPL_ITPY - Upload Infotype Payroll      | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Payroll Officer           | ZHR_UPL_ITPY - Upload Infotype Payroll | 1     |
| Comp.Benefit Admin        | ZHRCIN - Check Infotype                | 1     |
| Comp.Benefit HR Berau Off | ZHRCIN - Check Infotype                | 1     |
| Comp.Benefit HR Berau Sup | ZHRCIN - Check Infotype                | 1     |
| GA Staff JKT              | ZHRCIN - Check Infotype                | 1     |
| HR & GA Manager - JKT     | ZHRCIN - Check Infotype                | 1     |
| HR System Support Officer | ZHRCIN - Check Infotype                | 1     |
| HRGA General Manager      | ZHRCIN - Check Infotype                | 1     |
| Payroll Admin             | ZHRCIN - Check Infotype                | 1     |
| Payroll Officer           | ZHRCIN - Check Infotype                | 1     |
| Comp.Benefit HR Berau Off | ZHRP_1001 - Infotype Relationship      | 1     |
| Comp.Benefit HR Berau Sup | ZHRP_1001 - Infotype Relationship      | 1     |
| GA Staff JKT              | ZHRP_1001 - Infotype Relationship      | 1     |
| HR & GA Manager - JKT     | ZHRP_1001 - Infotype Relationship      | 1     |
| HR System Support Officer | ZHRP_1001 - Infotype Relationship      | 1     |
| Accounting Administrator  | ZINCOME_STAT - Income Statement        | 1     |
| Accounting Manager        | ZINCOME_STAT - Income Statement        | 1     |
| Accounting Officer        | ZINCOME_STAT - Income Statement        | 1     |
| AP & AR Control Superviso | ZINCOME_STAT - Income Statement        | 1     |
| Budget & Control Supervis | ZINCOME_STAT - Income Statement        | 1     |
| Budget Officer            | ZINCOME_STAT - Income Statement        | 1     |
| Finance & Adm General Man | ZINCOME_STAT - Income Statement        | 1     |
| Finance Admin             | ZINCOME_STAT - Income Statement        | 1     |
| Finance Rep. & Analyst Ma | ZINCOME_STAT - Income Statement        | 1     |

| HR Position                    | Code Matrix                          | Count |
|--------------------------------|--------------------------------------|-------|
| Finance Reporting Officer      | ZINCOME_STAT - Income Statement      | 1     |
| Financial & Accounting Su      | ZINCOME_STAT - Income Statement      | 1     |
| Financial Control Departm      | ZINCOME_STAT - Income Statement      | 1     |
| Financial Reporting Manag      | ZINCOME_STAT - Income Statement      | 1     |
| Financial Reporting Offic      | ZINCOME_STAT - Income Statement      | 1     |
| Financial Reporting Senio      | ZINCOME_STAT - Income Statement      | 1     |
| Financial Reporting Super      | ZINCOME_STAT - Income Statement      | 1     |
| Gen. Accounting Superviso      | ZINCOME_STAT - Income Statement      | 1     |
| Managerial Reporting Supe      | ZINCOME_STAT - Income Statement      | 1     |
| MGM_REP                        | ZINCOME_STAT - Income Statement      | 1     |
| Mgt Reporting & Budget Se      | ZINCOME_STAT - Income Statement      | 1     |
| President Director             | ZINCOME_STAT - Income Statement      | 1     |
| SAP Support                    | ZINCOME_STAT - Income Statement      | 1     |
| Accounting Officer             | ZKF_31 - Park Post Outgoing Payments | 1     |
| Bank & Trade Finance Mana      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Bank Rels. Officer & Cash      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Cash Management Administration | ZKF_31 - Park Post Outgoing Payments | 1     |
| Cash Management Officer        | ZKF_31 - Park Post Outgoing Payments | 1     |
| Finance & Adm General Man      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Finance Admin                  | ZKF_31 - Park Post Outgoing Payments | 1     |
| Financial & Accounting Su      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Financial Control Departm      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Trade Finance Admin.           | ZKF_31 - Park Post Outgoing Payments | 1     |
| Trade Finance Officer          | ZKF_31 - Park Post Outgoing Payments | 1     |

| HR Position                    | Code Matrix                          | Count |
|--------------------------------|--------------------------------------|-------|
| Treasury & Bangking Manag      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Treasury Administration        | ZKF_31 - Park Post Outgoing Payments | 1     |
| Treasury General Manager       | ZKF_31 - Park Post Outgoing Payments | 1     |
| Treasury Settlement Offic      | ZKF_31 - Park Post Outgoing Payments | 1     |
| Treasury Superintendent        | ZKF_31 - Park Post Outgoing Payments | 1     |
| Accounting Officer             | ZKF_53 - Park Post Outgoing Payments | 1     |
| Bank & Trade Finance Mana      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Bank Rels. Officer & Cash      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Cash Management Administration | ZKF_53 - Park Post Outgoing Payments | 1     |
| Cash Management Officer        | ZKF_53 - Park Post Outgoing Payments | 1     |
| Finance & Adm General Man      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Finance Admin                  | ZKF_53 - Park Post Outgoing Payments | 1     |
| Financial & Accounting Su      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Financial Control Departm      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Trade Finance Admin.           | ZKF_53 - Park Post Outgoing Payments | 1     |
| Trade Finance Officer          | ZKF_53 - Park Post Outgoing Payments | 1     |
| Treasury & Bangking Manag      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Treasury Administration        | ZKF_53 - Park Post Outgoing Payments | 1     |
| Treasury General Manager       | ZKF_53 - Park Post Outgoing Payments | 1     |
| Treasury Settlement Offic      | ZKF_53 - Park Post Outgoing Payments | 1     |
| Treasury Superintendent        | ZKF_53 - Park Post Outgoing Payments | 1     |
| Accounting Officer             | ZKFBZ2 - Post Outgoing Payments      | 1     |
| Bank & Trade Finance Mana      | ZKFBZ2 - Post Outgoing Payments      | 1     |
| Bank Rels. Officer & Cash      | ZKFBZ2 - Post Outgoing Payments      | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| Cash Management Administration | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Cash Management Officer        | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Comp.Benefit HR Berau Off      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Comp.Benefit HR Berau Sup      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Finance & Adm General Man      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Finance Admin                  | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Financial & Accounting Su      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Financial Control Departm      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| GA Staff JKT                   | ZKFBZ2 - Post Outgoing Payments  | 1     |
| HR & GA Manager - JKT          | ZKFBZ2 - Post Outgoing Payments  | 1     |
| HR System Support Officer      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| IR & Welfare Superintende      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Mgt Reporting & Budget Se      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| President Director             | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Trade Finance Admin.           | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Trade Finance Officer          | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Treasury & Bangking Manag      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Treasury Administration        | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Treasury General Manager       | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Treasury Settlement Offic      | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Treasury Superintendent        | ZKFBZ2 - Post Outgoing Payments  | 1     |
| Admin & Data Processing S      | ZLIV_RPT - LIV Monitoring Report | 1     |
| Admin Doc. Filling             | ZLIV_RPT - LIV Monitoring Report | 1     |
| Administration Staff           | ZLIV_RPT - LIV Monitoring Report | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| AP Control Manager        | ZLIV_RPT - LIV Monitoring Report | 1     |
| AP Control Superintendent | ZLIV_RPT - LIV Monitoring Report | 1     |
| AP Officer                | ZLIV_RPT - LIV Monitoring Report | 1     |
| External Auditor          | ZLIV_RPT - LIV Monitoring Report | 1     |
| Finance Reporting Officer | ZLIV_RPT - LIV Monitoring Report | 1     |
| Financial Reporting Manag | ZLIV_RPT - LIV Monitoring Report | 1     |
| Financial Reporting Offic | ZLIV_RPT - LIV Monitoring Report | 1     |
| Financial Reporting Senio | ZLIV_RPT - LIV Monitoring Report | 1     |
| Financial Reporting Super | ZLIV_RPT - LIV Monitoring Report | 1     |
| GA Service Supervisor     | ZLIV_RPT - LIV Monitoring Report | 1     |
| Internal Auditor          | ZLIV_RPT - LIV Monitoring Report | 1     |
| Operation Support Service | ZLIV_RPT - LIV Monitoring Report | 1     |
| SAP Support               | ZLIV_RPT - LIV Monitoring Report | 1     |
| Account Officer           | ZLIV_STATUS - LIV Status         | 1     |
| Account Receivable Office | ZLIV_STATUS - LIV Status         | 1     |
| Accounting & Tax Officer  | ZLIV_STATUS - LIV Status         | 1     |
| Accounting Administrator  | ZLIV_STATUS - LIV Status         | 1     |
| Accounting Manager        | ZLIV_STATUS - LIV Status         | 1     |
| Accounting Officer        | ZLIV_STATUS - LIV Status         | 1     |
| Admin & Data Processing S | ZLIV_STATUS - LIV Status         | 1     |
| Admin Doc. Filling        | ZLIV_STATUS - LIV Status         | 1     |
| Administration Staff      | ZLIV_STATUS - LIV Status         | 1     |
| AP & AR Control Superviso | ZLIV_STATUS - LIV Status         | 1     |
| AP Control Manager        | ZLIV_STATUS - LIV Status         | 1     |

| HR Position                    | Code Matrix              | Count |
|--------------------------------|--------------------------|-------|
| AP Control Superintendent      | ZLIV_STATUS - LIV Status | 1     |
| AP Controller                  | ZLIV_STATUS - LIV Status | 1     |
| AP Officer                     | ZLIV_STATUS - LIV Status | 1     |
| AR Control Manager             | ZLIV_STATUS - LIV Status | 1     |
| AR Control Superintendent      | ZLIV_STATUS - LIV Status | 1     |
| AR NON Trade Control Serv      | ZLIV_STATUS - LIV Status | 1     |
| AR Officer                     | ZLIV_STATUS - LIV Status | 1     |
| AR Trade Control Service       | ZLIV_STATUS - LIV Status | 1     |
| Area 1 Marketing & S. man      | ZLIV_STATUS - LIV Status | 1     |
| Area 2 Marketing & S. man      | ZLIV_STATUS - LIV Status | 1     |
| Area 3 Marketing & S. man      | ZLIV_STATUS - LIV Status | 1     |
| Asset Officer                  | ZLIV_STATUS - LIV Status | 1     |
| Bank & Trade Finance Mana      | ZLIV_STATUS - LIV Status | 1     |
| Bank Rels. Officer & Cash      | ZLIV_STATUS - LIV Status | 1     |
| Binungan Mine Operation A      | ZLIV_STATUS - LIV Status | 1     |
| Budget & Control Supervis      | ZLIV_STATUS - LIV Status | 1     |
| Budget Officer                 | ZLIV_STATUS - LIV Status | 1     |
| Building & General Asset       | ZLIV_STATUS - LIV Status | 1     |
| Business Analyst Manager       | ZLIV_STATUS - LIV Status | 1     |
| Cash Management Administration | ZLIV_STATUS - LIV Status | 1     |
| Cash Management Officer        | ZLIV_STATUS - LIV Status | 1     |
| Claim & Compensation Admi      | ZLIV_STATUS - LIV Status | 1     |
| Coal Handling Inf. Dev. &      | ZLIV_STATUS - LIV Status | 1     |
| Coal Mining Dept. Head         | ZLIV_STATUS - LIV Status | 1     |

| HR Position                     | Code Matrix              | Count |
|---------------------------------|--------------------------|-------|
| ComDev Admin & Logistic         | ZLIV_STATUS - LIV Status | 1     |
| Commuication & Relation Officer | ZLIV_STATUS - LIV Status | 1     |
| Community Rel Admin Suppo       | ZLIV_STATUS - LIV Status | 1     |
| Comp.Benefit Admin              | ZLIV_STATUS - LIV Status | 1     |
| Comp.Benefit HR Berau Off       | ZLIV_STATUS - LIV Status | 1     |
| Comp.Benefit HR Berau Sup       | ZLIV_STATUS - LIV Status | 1     |
| Compensation & Benefits A       | ZLIV_STATUS - LIV Status | 1     |
| Contract & Doc. Control O       | ZLIV_STATUS - LIV Status | 1     |
| Contract Management Engin       | ZLIV_STATUS - LIV Status | 1     |
| Corporate Affair Manager        | ZLIV_STATUS - LIV Status | 1     |
| Corporate Affairs Officer       | ZLIV_STATUS - LIV Status | 1     |
| Corporate Communication G       | ZLIV_STATUS - LIV Status | 1     |
| Corporate Legal Manager         | ZLIV_STATUS - LIV Status | 1     |
| Corporate Legal Senior Ma       | ZLIV_STATUS - LIV Status | 1     |
| Corporate Secretary Manag       | ZLIV_STATUS - LIV Status | 1     |
| Corporate Support Senior        | ZLIV_STATUS - LIV Status | 1     |
| Cost Estimator & Control        | ZLIV_STATUS - LIV Status | 1     |
| CPP & Hauling Road Superv       | ZLIV_STATUS - LIV Status | 1     |
| CPP Superintendent              | ZLIV_STATUS - LIV Status | 1     |
| CPP Supervisor                  | ZLIV_STATUS - LIV Status | 1     |
| Crewing Officer                 | ZLIV_STATUS - LIV Status | 1     |
| Default position                | ZLIV_STATUS - LIV Status | 1     |
| Elect. P & C Engineer           | ZLIV_STATUS - LIV Status | 1     |
| Electrical Supervisor           | ZLIV_STATUS - LIV Status | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| EMS Area 1 Manager        | ZLIV_STATUS - LIV Status | 1     |
| Energy Management Serv. G | ZLIV_STATUS - LIV Status | 1     |
| Engineering Manager       | ZLIV_STATUS - LIV Status | 1     |
| Environment Manager       | ZLIV_STATUS - LIV Status | 1     |
| ER & LM Admin Officer     | ZLIV_STATUS - LIV Status | 1     |
| ER & OHSE Training Manage | ZLIV_STATUS - LIV Status | 1     |
| Executive Secretary       | ZLIV_STATUS - LIV Status | 1     |
| External Auditor          | ZLIV_STATUS - LIV Status | 1     |
| External Relation & Land  | ZLIV_STATUS - LIV Status | 1     |
| External SAP Consultant   | ZLIV_STATUS - LIV Status | 1     |
| Finacial Accounting Staff | ZLIV_STATUS - LIV Status | 1     |
| Finance & Adm General Man | ZLIV_STATUS - LIV Status | 1     |
| Finance Admin             | ZLIV_STATUS - LIV Status | 1     |
| Finance Analyst           | ZLIV_STATUS - LIV Status | 1     |
| Finance Deputy Director   | ZLIV_STATUS - LIV Status | 1     |
| Finance Rep. & Analyst Ma | ZLIV_STATUS - LIV Status | 1     |
| Finance Reporting Officer | ZLIV_STATUS - LIV Status | 1     |
| Financial & Accounting Su | ZLIV_STATUS - LIV Status | 1     |
| Financial Accounting Bera | ZLIV_STATUS - LIV Status | 1     |
| Financial Accounting Jaka | ZLIV_STATUS - LIV Status | 1     |
| Financial Control Departm | ZLIV_STATUS - LIV Status | 1     |
| Financial Reporting Manag | ZLIV_STATUS - LIV Status | 1     |
| Financial Reporting Offic | ZLIV_STATUS - LIV Status | 1     |
| Financial Reporting Senio | ZLIV_STATUS - LIV Status | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Financial Reporting Super | ZLIV_STATUS - LIV Status | 1     |
| GA Admin                  | ZLIV_STATUS - LIV Status | 1     |
| GA Officer                | ZLIV_STATUS - LIV Status | 1     |
| GA Service Supervisor     | ZLIV_STATUS - LIV Status | 1     |
| GA Staff JKT              | ZLIV_STATUS - LIV Status | 1     |
| GA Supervisor             | ZLIV_STATUS - LIV Status | 1     |
| Gen. Accounting Superviso | ZLIV_STATUS - LIV Status | 1     |
| Gen. Service & Logistic G | ZLIV_STATUS - LIV Status | 1     |
| General Affair Berau Supe | ZLIV_STATUS - LIV Status | 1     |
| General Affair Manager    | ZLIV_STATUS - LIV Status | 1     |
| Geology & Exploration Man | ZLIV_STATUS - LIV Status | 1     |
| Geology & Exploration Sup | ZLIV_STATUS - LIV Status | 1     |
| Geotechnic & Hydrology Ma | ZLIV_STATUS - LIV Status | 1     |
| H.S.E General Manager     | ZLIV_STATUS - LIV Status | 1     |
| HO Support Service Superv | ZLIV_STATUS - LIV Status | 1     |
| HO Support Superintendent | ZLIV_STATUS - LIV Status | 1     |
| HR & GA Manager - JKT     | ZLIV_STATUS - LIV Status | 1     |
| HR Development Manager    | ZLIV_STATUS - LIV Status | 1     |
| HR System Support Officer | ZLIV_STATUS - LIV Status | 1     |
| HRGA General Manager      | ZLIV_STATUS - LIV Status | 1     |
| HSE General Admin         | ZLIV_STATUS - LIV Status | 1     |
| Industrial Relation Coord | ZLIV_STATUS - LIV Status | 1     |
| Industrial Relation Offic | ZLIV_STATUS - LIV Status | 1     |
| Infrastructure Dev. Plan  | ZLIV_STATUS - LIV Status | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Internal Audit            | ZLIV_STATUS - LIV Status | 1     |
| Internal Audit Manager    | ZLIV_STATUS - LIV Status | 1     |
| Internal Auditor          | ZLIV_STATUS - LIV Status | 1     |
| IR & Welfare Superintende | ZLIV_STATUS - LIV Status | 1     |
| IT & MIS General Manager  | ZLIV_STATUS - LIV Status | 1     |
| IT Manager                | ZLIV_STATUS - LIV Status | 1     |
| Land Acquisition & Manage | ZLIV_STATUS - LIV Status | 1     |
| Lati Mine Opertaion Manag | ZLIV_STATUS - LIV Status | 1     |
| Lati Port Supervisor      | ZLIV_STATUS - LIV Status | 1     |
| Legal & Compliance Admin  | ZLIV_STATUS - LIV Status | 1     |
| Legal Officer             | ZLIV_STATUS - LIV Status | 1     |
| LMO Admin Planner         | ZLIV_STATUS - LIV Status | 1     |
| Logistic GL               | ZLIV_STATUS - LIV Status | 1     |
| Logistic GL Parts         | ZLIV_STATUS - LIV Status | 1     |
| Logistic Manager          | ZLIV_STATUS - LIV Status | 1     |
| Logistic Officer          | ZLIV_STATUS - LIV Status | 1     |
| Logistic Section Head     | ZLIV_STATUS - LIV Status | 1     |
| Logistic Supervisor       | ZLIV_STATUS - LIV Status | 1     |
| Managerial Reporting Supe | ZLIV_STATUS - LIV Status | 1     |
| Marine Support Officer    | ZLIV_STATUS - LIV Status | 1     |
| Marketing & Transp. Admin | ZLIV_STATUS - LIV Status | 1     |
| Marketing & transp. Direc | ZLIV_STATUS - LIV Status | 1     |
| Marketing & transp.Deputy | ZLIV_STATUS - LIV Status | 1     |
| Marketing Support Officer | ZLIV_STATUS - LIV Status | 1     |

| HR Position               | Code Matrix              | Count |
|---------------------------|--------------------------|-------|
| Mech & Elect Superintende | ZLIV_STATUS - LIV Status | 1     |
| Mech. P & C Engineer      | ZLIV_STATUS - LIV Status | 1     |
| Mechanical Supervisor     | ZLIV_STATUS - LIV Status | 1     |
| MGM_REP                   | ZLIV_STATUS - LIV Status | 1     |
| Mgt Reporting & Budget Se | ZLIV_STATUS - LIV Status | 1     |
| Mine Closure Manager      | ZLIV_STATUS - LIV Status | 1     |
| Mine Contract Management  | ZLIV_STATUS - LIV Status | 1     |
| Mine Contract Mgmt & T.S  | ZLIV_STATUS - LIV Status | 1     |
| Mine Dev & Geology Genera | ZLIV_STATUS - LIV Status | 1     |
| Mine Plan & Control Manag | ZLIV_STATUS - LIV Status | 1     |
| Mine Superintendent       | ZLIV_STATUS - LIV Status | 1     |
| Mining General Manager    | ZLIV_STATUS - LIV Status | 1     |
| MIS Manager               | ZLIV_STATUS - LIV Status | 1     |
| O.H.S. Manager            | ZLIV_STATUS - LIV Status | 1     |
| Operation Deputy Director | ZLIV_STATUS - LIV Status | 1     |
| Operation Director        | ZLIV_STATUS - LIV Status | 1     |
| Operation Support Service | ZLIV_STATUS - LIV Status | 1     |
| P&C Superintendent        | ZLIV_STATUS - LIV Status | 1     |
| P. Quality & D. Control M | ZLIV_STATUS - LIV Status | 1     |
| Payment & Bank Reconsile  | ZLIV_STATUS - LIV Status | 1     |
| Payroll Admin             | ZLIV_STATUS - LIV Status | 1     |
| Payroll Officer           | ZLIV_STATUS - LIV Status | 1     |
| Planner Hauling BMO Plant | ZLIV_STATUS - LIV Status | 1     |
| Planning & Design Eng.    | ZLIV_STATUS - LIV Status | 1     |

| HR Position                     | Code Matrix              | Count |
|---------------------------------|--------------------------|-------|
| Plant Administration Staff      | ZLIV_STATUS - LIV Status | 1     |
| Plant Maintenance Officer       | ZLIV_STATUS - LIV Status | 1     |
| Port & Barging Opt. Manag       | ZLIV_STATUS - LIV Status | 1     |
| Port Engineer                   | ZLIV_STATUS - LIV Status | 1     |
| PQDC Officer                    | ZLIV_STATUS - LIV Status | 1     |
| Prapatan Port Supervisor        | ZLIV_STATUS - LIV Status | 1     |
| President Director              | ZLIV_STATUS - LIV Status | 1     |
| Procurement Officer             | ZLIV_STATUS - LIV Status | 1     |
| Procurement Staff               | ZLIV_STATUS - LIV Status | 1     |
| Production Administration       | ZLIV_STATUS - LIV Status | 1     |
| Production Administration Staff | ZLIV_STATUS - LIV Status | 1     |
| Project Administration          | ZLIV_STATUS - LIV Status | 1     |
| Project Officer                 | ZLIV_STATUS - LIV Status | 1     |
| Purchasing Adm. Officer         | ZLIV_STATUS - LIV Status | 1     |
| Purchasing Manager              | ZLIV_STATUS - LIV Status | 1     |
| Purchasing Officer              | ZLIV_STATUS - LIV Status | 1     |
| QHSE System Compliance Ma       | ZLIV_STATUS - LIV Status | 1     |
| Recruit & Assessment Offi       | ZLIV_STATUS - LIV Status | 1     |
| Recruitment Officer             | ZLIV_STATUS - LIV Status | 1     |
| Rental Department Head          | ZLIV_STATUS - LIV Status | 1     |
| Risk Mgt. Compl. & Policy       | ZLIV_STATUS - LIV Status | 1     |
| Sambarata Mine Operation        | ZLIV_STATUS - LIV Status | 1     |
| Sambarata Port Supervisor       | ZLIV_STATUS - LIV Status | 1     |
| SAP Support                     | ZLIV_STATUS - LIV Status | 1     |

| HR Position                   | Code Matrix              | Count |
|-------------------------------|--------------------------|-------|
| Secretary Officer             | ZLIV_STATUS - LIV Status | 1     |
| Security Manager              | ZLIV_STATUS - LIV Status | 1     |
| Senior Instruktur             | ZLIV_STATUS - LIV Status | 1     |
| Shared Service Unit Gener     | ZLIV_STATUS - LIV Status | 1     |
| SHE Section Head              | ZLIV_STATUS - LIV Status | 1     |
| Shipment Admin Officer        | ZLIV_STATUS - LIV Status | 1     |
| Shipping Admin                | ZLIV_STATUS - LIV Status | 1     |
| Shipping Admin Officer        | ZLIV_STATUS - LIV Status | 1     |
| Shipping Administration Staff | ZLIV_STATUS - LIV Status | 1     |
| Shipping Legal                | ZLIV_STATUS - LIV Status | 1     |
| Shipping Manager              | ZLIV_STATUS - LIV Status | 1     |
| Suaran Port Supervisor        | ZLIV_STATUS - LIV Status | 1     |
| Support Administrator Off     | ZLIV_STATUS - LIV Status | 1     |
| Supporting Infr. Dev. Sup     | ZLIV_STATUS - LIV Status | 1     |
| Tax Manager                   | ZLIV_STATUS - LIV Status | 1     |
| Tax Officer                   | ZLIV_STATUS - LIV Status | 1     |
| Technical Service Manager     | ZLIV_STATUS - LIV Status | 1     |
| Tender Officer                | ZLIV_STATUS - LIV Status | 1     |
| Ticketing                     | ZLIV_STATUS - LIV Status | 1     |
| Trade Finance Admin.          | ZLIV_STATUS - LIV Status | 1     |
| Trade Finance Officer         | ZLIV_STATUS - LIV Status | 1     |
| Traffic & Admin Superinte     | ZLIV_STATUS - LIV Status | 1     |
| Transhipment Supervisor       | ZLIV_STATUS - LIV Status | 1     |
| Transp. & Sales Adm. Gene     | ZLIV_STATUS - LIV Status | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Transport & Shipment Mana | ZLIV_STATUS - LIV Status           | 1     |
| Transport Analyst         | ZLIV_STATUS - LIV Status           | 1     |
| Travelling & Claim Admin  | ZLIV_STATUS - LIV Status           | 1     |
| Treasury & Bangking Manag | ZLIV_STATUS - LIV Status           | 1     |
| Treasury Administration   | ZLIV_STATUS - LIV Status           | 1     |
| Treasury General Manager  | ZLIV_STATUS - LIV Status           | 1     |
| Treasury Settlement Offic | ZLIV_STATUS - LIV Status           | 1     |
| Treasury Superintendent   | ZLIV_STATUS - LIV Status           | 1     |
| Warehouse Crew            | ZLIV_STATUS - LIV Status           | 1     |
| Welfare Admin Supervisor  | ZLIV_STATUS - LIV Status           | 1     |
| Admin & Data Processing S | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Admin Doc. Filling        | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Administration Staff      | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| AP Control Manager        | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| AP Control Superintendent | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| AP Officer                | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| AR Control Superintendent | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Finance Reporting Officer | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Financial & Accounting Su | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Financial Reporting Manag | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Financial Reporting Offic | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Financial Reporting Super | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| GA Service Supervisor     | ZMIR7_TAX - Generate LIV Sales Tax | 1     |
| Operation Support Service | ZMIR7_TAX - Generate LIV Sales Tax | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| SAP Support               | ZMIR7_TAX - Generate LIV Sales Tax                        | 1     |
| Accounting Manager        | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Accounting Officer        | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| AP & AR Control Superviso | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Budget & Control Supervis | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Budget Officer            | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Corporate Secretary Manag | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Finance & Adm General Man | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Finance Admin             | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Finance Rep. & Analyst Ma | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Finance Reporting Officer | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Financial & Accounting Su | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Financial Control Departm | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Financial Reporting Manag | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Financial Reporting Offic | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Financial Reporting Senio | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Financial Reporting Super | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Legal & Compliance Admin  | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Legal Officer             | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| Managerial Reporting Supe | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| MGM_REP                   | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| President Director        | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| SAP Support               | ZMM_CNT_SUM - Contract Summary Report                     | 1     |
| External Auditor          | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Finance Reporting Officer | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |
| Financial Reporting Manag | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |
| Financial Reporting Offic | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |
| Financial Reporting Senio | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |
| Internal Auditor          | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |
| SAP Support               | ZMM_CNTRCTFLDREL - Comb<br>Contrct, Material to FieldName | 1     |
| Contract Management Engin | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| External Auditor          | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| Finance Reporting Officer | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| Financial Reporting Manag | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| Financial Reporting Offic | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| Financial Reporting Senio | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| Internal Auditor          | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| Production Administration | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| SAP Support               | ZMM_CNTRCTPOREL - Contract created in the PO - Check      | 1     |
| External Auditor          | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| Finance Reporting Officer | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| Financial Reporting Manag | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| Financial Reporting Offic | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| Financial Reporting Senio | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| Internal Auditor          | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| SAP Support               | ZMM_CNTRCTREL - Combination Plant, CostCtr, Contrct#      | 1     |
| Default position          | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat          | 1     |
| Logistic GL               | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat          | 1     |

| HR Position                     | Code Matrix  | Count |
|---------------------------------|--|-------|
| Logistic GL Parts               | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat   | 1     |
| Logistic Officer                | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat   | 1     |
| Logistic Section Head           | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat   | 1     |
| Logistic Supervisor             | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat   | 1     |
| Warehouse Crew                  | ZMM_FUEL - IFCU check to<br>Reservation Rel Stat   | 1     |
| External Auditor                | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| Finance Reporting Officer       | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| Financial Reporting Manag       | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| Financial Reporting Offic       | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| Financial Reporting Senio       | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| Internal Auditor                | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| SAP Support                     | ZMM_GET_PERIOD - Maintain Periode<br>Mine Contract | 1     |
| SAP Support                     | ZMM_PO_RLZ - Purchase Order Realization            | 1     |
| SAP Support                     | ZMM_RESB - Reservation Release<br>Strategy         | 1     |
| Accounting Officer              | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Administration Staff            | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Asset Officer                   | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Bank & Trade Finance Mana       | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Bank Rels. Officer & Cash       | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Building & General Asset        | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Cash Management Administration  | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Claim & Compensation Admi       | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| ComDev Admin & Logistic         | ZMM001 - Print Purchase Requisition (PR)           | 1     |
| Commuication & Relation Officer | ZMM001 - Print Purchase Requisition (PR)           | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Community Rel Admin Suppo | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Corporate Affairs Officer | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Crewing Officer           | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Default position          | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Elect. P & C Engineer     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Electrical Supervisor     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| ER & LM Admin Officer     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Executive Secretary       | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Finance Admin             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Finance Analyst           | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Finance Reporting Officer | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Financial Control Departm | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Financial Reporting Offic | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Financial Reporting Senio | ZMM001 - Print Purchase Requisition (PR) | 1     |
| GA Officer                | ZMM001 - Print Purchase Requisition (PR) | 1     |
| GA Supervisor             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Geology & Exploration Sup | ZMM001 - Print Purchase Requisition (PR) | 1     |
| HSE General Admin         | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Infrastructure Dev. Plan  | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Internal Audit            | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Lati Port Supervisor      | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Legal & Compliance Admin  | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Legal Officer             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Logistic GL               | ZMM001 - Print Purchase Requisition (PR) | 1     |

| HR Position               | Code Matrix                              | Count |
|---------------------------|--|-------|
| Logistic GL Parts         | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Logistic Officer          | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Logistic Section Head     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Logistic Supervisor       | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Marine Support Officer    | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Marketing & Transp. Admin | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Mech & Elect Superintende | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Mech. P & C Engineer      | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Mechanical Supervisor     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| P&C Superintendent        | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Payment & Bank Reconsile  | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Payroll Admin             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Planning & Design Eng.    | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Plant Maintenance Officer | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Port Engineer             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| PQDC Officer              | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Procurement Officer       | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Procurement Staff         | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Project Administration    | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Project Officer           | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Purchasing Adm. Officer   | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Purchasing Officer        | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Sambarata Port Supervisor | ZMM001 - Print Purchase Requisition (PR) | 1     |
| SAP Support               | ZMM001 - Print Purchase Requisition (PR) | 1     |

| HR Position                   | Code Matrix                              | Count |
|-------------------------------|--|-------|
| Secretary Officer             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Shipment Admin Officer        | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Shipping Admin                | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Shipping Admin Officer        | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Shipping Administration Staff | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Shipping Legal                | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Suaran Port Supervisor        | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Supporting Infr. Dev. Sup     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Tender Officer                | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Trade Finance Officer         | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Transhipment Supervisor       | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Transport Analyst             | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Travelling & Claim Admin      | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Treasury & Bangking Manag     | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Treasury Administration       | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Warehouse Crew                | ZMM001 - Print Purchase Requisition (PR) | 1     |
| Contract Management Engin     | ZMM002 - Mining Contract Transaction     | 1     |
| External Auditor              | ZMM002 - Mining Contract Transaction     | 1     |
| Finance Reporting Officer     | ZMM002 - Mining Contract Transaction     | 1     |
| Financial Reporting Manag     | ZMM002 - Mining Contract Transaction     | 1     |
| Financial Reporting Offic     | ZMM002 - Mining Contract Transaction     | 1     |
| Financial Reporting Senio     | ZMM002 - Mining Contract Transaction     | 1     |
| Internal Auditor              | ZMM002 - Mining Contract Transaction     | 1     |
| SAP Support                   | ZMM002 - Mining Contract Transaction     | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Contract Management Engin | ZMM003 - Mining Contract Calculation<br>Tcode    | 1     |
| External Auditor          | ZMM003 - Mining Contract Calculation<br>Tcode    | 1     |
| Finance Reporting Officer | ZMM003 - Mining Contract Calculation<br>Tcode    | 1     |
| Financial Reporting Manag | ZMM003 - Mining Contract Calculation<br>Tcode    | 1     |
| Financial Reporting Offic | ZMM003 - Mining Contract Calculation Tcode       | 1     |
| Financial Reporting Senio | ZMM003 - Mining Contract Calculation Tcode       | 1     |
| Internal Auditor          | ZMM003 - Mining Contract Calculation Tcode       | 1     |
| Production Administration | ZMM003 - Mining Contract Calculation Tcode       | 1     |
| SAP Support               | ZMM003 - Mining Contract Calculation Tcode       | 1     |
| Cost Estimator & Control  | ZMM006 - Approve/Release<br>Reservation Document | 1     |
| IR & Welfare Superintende | ZMM006 - Approve/Release<br>Reservation Document | 1     |
| Purchasing Manager        | ZMM006 - Approve/Release<br>Reservation Document | 1     |
| SAP Support               | ZMM006 - Approve/Release<br>Reservation Document | 1     |
| Accounting Manager        | ZMM009 - Material Issuing Form Program           | 1     |
| Accounting Officer        | ZMM009 - Material Issuing Form Program           | 1     |
| Administration Staff      | ZMM009 - Material Issuing Form Program           | 1     |
| AP Control Manager        | ZMM009 - Material Issuing Form Program           | 1     |
| AR Control Manager        | ZMM009 - Material Issuing Form Program           | 1     |
| Area 1 Marketing & S. man | ZMM009 - Material Issuing Form Program           | 1     |
| Area 2 Marketing & S. man | ZMM009 - Material Issuing Form Program           | 1     |
| Area 3 Marketing & S. man | ZMM009 - Material Issuing Form Program           | 1     |
| Asset Officer             | ZMM009 - Material Issuing Form<br>Program        | 1     |
| Bank & Trade Finance Mana | ZMM009 - Material Issuing Form<br>Program        | 1     |
| Bank Rels. Officer & Cash | ZMM009 - Material Issuing Form<br>Program        | 1     |

| HR Position                     | Code Matrix                               | Count |
|---------------------------------|---|-------|
| Binungan Mine Operation A       | ZMM009 - Material Issuing Form<br>Program | 1     |
| Building & General Asset        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Business Analyst Manager        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Cash Management Administration  | ZMM009 - Material Issuing Form Program    | 1     |
| Claim & Compensation Admi       | ZMM009 - Material Issuing Form Program    | 1     |
| Coal Handling Inf. Dev. &       | ZMM009 - Material Issuing Form<br>Program | 1     |
| ComDev Admin & Logistic         | ZMM009 - Material Issuing Form<br>Program | 1     |
| Commuication & Relation Officer | ZMM009 - Material Issuing Form<br>Program | 1     |
| Community Rel Admin Suppo       | ZMM009 - Material Issuing Form<br>Program | 1     |
| Corporate Affair Manager        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Corporate Affairs Officer       | ZMM009 - Material Issuing Form Program    | 1     |
| Corporate Communication G       | ZMM009 - Material Issuing Form Program    | 1     |
| Corporate Legal Manager         | ZMM009 - Material Issuing Form Program    | 1     |
| Corporate Legal Senior Ma       | ZMM009 - Material Issuing Form Program    | 1     |
| Corporate Support Senior        | ZMM009 - Material Issuing Form Program    | 1     |
| Cost Estimator & Control        | ZMM009 - Material Issuing Form Program    | 1     |
| Crewing Officer                 | ZMM009 - Material Issuing Form Program    | 1     |
| Default position                | ZMM009 - Material Issuing Form Program    | 1     |
| Elect. P & C Engineer           | ZMM009 - Material Issuing Form Program    | 1     |
| EMS Area 1 Manager              | ZMM009 - Material Issuing Form Program    | 1     |
| Energy Management Serv. G       | ZMM009 - Material Issuing Form Program    | 1     |
| Engineering Manager             | ZMM009 - Material Issuing Form Program    | 1     |
| Environment Manager             | ZMM009 - Material Issuing Form<br>Program | 1     |
| ER & LM Admin Officer           | ZMM009 - Material Issuing Form<br>Program | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| ER & OHSE Training Manage | ZMM009 - Material Issuing Form<br>Program | 1     |
| Executive Secretary       | ZMM009 - Material Issuing Form<br>Program | 1     |
| External Relation & Land  | ZMM009 - Material Issuing Form<br>Program | 1     |
| Finance & Adm General Man | ZMM009 - Material Issuing Form<br>Program | 1     |
| Finance Admin             | ZMM009 - Material Issuing Form<br>Program | 1     |
| Finance Analyst           | ZMM009 - Material Issuing Form<br>Program | 1     |
| Finance Deputy Director   | ZMM009 - Material Issuing Form<br>Program | 1     |
| Finance Rep. & Analyst Ma | ZMM009 - Material Issuing Form<br>Program | 1     |
| Finance Reporting Officer | ZMM009 - Material Issuing Form<br>Program | 1     |
| Financial Reporting Offic | ZMM009 - Material Issuing Form<br>Program | 1     |
| Financial Reporting Senio | ZMM009 - Material Issuing Form<br>Program | 1     |
| GA Officer                | ZMM009 - Material Issuing Form<br>Program | 1     |
| GA Supervisor             | ZMM009 - Material Issuing Form<br>Program | 1     |
| Gen. Service & Logistic G | ZMM009 - Material Issuing Form<br>Program | 1     |
| General Affair Manager    | ZMM009 - Material Issuing Form<br>Program | 1     |
| Geology & Exploration Man | ZMM009 - Material Issuing Form<br>Program | 1     |
| Geology & Exploration Sup | ZMM009 - Material Issuing Form<br>Program | 1     |
| Geotechnic & Hydrology Ma | ZMM009 - Material Issuing Form<br>Program | 1     |
| H.S.E General Manager     | ZMM009 - Material Issuing Form<br>Program | 1     |
| HR & GA Manager - JKT     | ZMM009 - Material Issuing Form<br>Program | 1     |
| HR Development Manager    | ZMM009 - Material Issuing Form<br>Program | 1     |
| HRGA General Manager      | ZMM009 - Material Issuing Form<br>Program | 1     |
| HSE General Admin         | ZMM009 - Material Issuing Form<br>Program | 1     |
| Infrastructure Dev. Plan  | ZMM009 - Material Issuing Form<br>Program | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Internal Audit            | ZMM009 - Material Issuing Form<br>Program | 1     |
| Internal Audit Manager    | ZMM009 - Material Issuing Form<br>Program | 1     |
| IR & Welfare Superintende | ZMM009 - Material Issuing Form<br>Program | 1     |
| IT & MIS General Manager  | ZMM009 - Material Issuing Form<br>Program | 1     |
| IT Manager                | ZMM009 - Material Issuing Form<br>Program | 1     |
| Land Acquisition & Manage | ZMM009 - Material Issuing Form<br>Program | 1     |
| Lati Mine Opertaion Manag | ZMM009 - Material Issuing Form<br>Program | 1     |
| Lati Port Supervisor      | ZMM009 - Material Issuing Form<br>Program | 1     |
| Legal & Compliance Admin  | ZMM009 - Material Issuing Form<br>Program | 1     |
| Legal Officer             | ZMM009 - Material Issuing Form<br>Program | 1     |
| Logistic GL               | ZMM009 - Material Issuing Form<br>Program | 1     |
| Logistic GL Parts         | ZMM009 - Material Issuing Form<br>Program | 1     |
| Logistic Manager          | ZMM009 - Material Issuing Form<br>Program | 1     |
| Logistic Officer          | ZMM009 - Material Issuing Form<br>Program | 1     |
| Logistic Section Head     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Logistic Supervisor       | ZMM009 - Material Issuing Form<br>Program | 1     |
| Marine Support Officer    | ZMM009 - Material Issuing Form<br>Program | 1     |
| Marketing & Transp. Admin | ZMM009 - Material Issuing Form<br>Program | 1     |
| Marketing & transp. Direc | ZMM009 - Material Issuing Form<br>Program | 1     |
| Marketing & transp.Deputy | ZMM009 - Material Issuing Form<br>Program | 1     |
| Marketing Support Officer | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mech & Elect Superintende | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mech. P & C Engineer      | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mgt Reporting & Budget Se | ZMM009 - Material Issuing Form<br>Program | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Mine Closure Manager      | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mine Contract Management  | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mine Dev & Geology Genera | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mine Plan & Control Manag | ZMM009 - Material Issuing Form<br>Program | 1     |
| Mining General Manager    | ZMM009 - Material Issuing Form<br>Program | 1     |
| MIS Manager               | ZMM009 - Material Issuing Form<br>Program | 1     |
| O.H.S. Manager            | ZMM009 - Material Issuing Form<br>Program | 1     |
| Operation Deputy Director | ZMM009 - Material Issuing Form<br>Program | 1     |
| Operation Director        | ZMM009 - Material Issuing Form<br>Program | 1     |
| P&C Superintendent        | ZMM009 - Material Issuing Form<br>Program | 1     |
| P. Quality & D. Control M | ZMM009 - Material Issuing Form<br>Program | 1     |
| Payment & Bank Reconsile  | ZMM009 - Material Issuing Form<br>Program | 1     |
| Payroll Admin             | ZMM009 - Material Issuing Form<br>Program | 1     |
| Planning & Design Eng.    | ZMM009 - Material Issuing Form<br>Program | 1     |
| Port & Barging Opt. Manag | ZMM009 - Material Issuing Form<br>Program | 1     |
| Port Engineer             | ZMM009 - Material Issuing Form<br>Program | 1     |
| PQDC Officer              | ZMM009 - Material Issuing Form<br>Program | 1     |
| President Director        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Procurement Officer       | ZMM009 - Material Issuing Form<br>Program | 1     |
| Procurement Staff         | ZMM009 - Material Issuing Form<br>Program | 1     |
| Project Administration    | ZMM009 - Material Issuing Form<br>Program | 1     |
| Project Officer           | ZMM009 - Material Issuing Form<br>Program | 1     |
| Purchasing Adm. Officer   | ZMM009 - Material Issuing Form<br>Program | 1     |
| Purchasing Manager        | ZMM009 - Material Issuing Form<br>Program | 1     |

| HR Position                   | Code Matrix                               | Count |
|-------------------------------|---|-------|
| Purchasing Officer            | ZMM009 - Material Issuing Form<br>Program | 1     |
| QHSE System Compliance Ma     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Risk Mgt. Compl. & Policy     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Sambarata Mine Operation      | ZMM009 - Material Issuing Form Program    | 1     |
| Sambarata Port Supervisor     | ZMM009 - Material Issuing Form Program    | 1     |
| SAP Support                   | ZMM009 - Material Issuing Form<br>Program | 1     |
| Secretary Officer             | ZMM009 - Material Issuing Form Program    | 1     |
| Security Manager              | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shared Service Unit Gener     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shipment Admin Officer        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shipping Admin                | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shipping Admin Officer        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shipping Administration Staff | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shipping Legal                | ZMM009 - Material Issuing Form<br>Program | 1     |
| Shipping Manager              | ZMM009 - Material Issuing Form<br>Program | 1     |
| Suaran Port Supervisor        | ZMM009 - Material Issuing Form<br>Program | 1     |
| Supporting Infr. Dev. Sup     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Tax Manager                   | ZMM009 - Material Issuing Form<br>Program | 1     |
| Technical Service Manager     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Tender Officer                | ZMM009 - Material Issuing Form<br>Program | 1     |
| Trade Finance Officer         | ZMM009 - Material Issuing Form<br>Program | 1     |
| Transhipment Supervisor       | ZMM009 - Material Issuing Form<br>Program | 1     |
| Transp. & Sales Adm. Gene     | ZMM009 - Material Issuing Form<br>Program | 1     |
| Transport & Shipment Mana     | ZMM009 - Material Issuing Form<br>Program | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Transport Analyst         | ZMM009 - Material Issuing Form<br>Program | 1     |
| Travelling & Claim Admin  | ZMM009 - Material Issuing Form<br>Program | 1     |
| Treasury & Bangking Manag | ZMM009 - Material Issuing Form<br>Program | 1     |
| Treasury Administration   | ZMM009 - Material Issuing Form<br>Program | 1     |
| Treasury General Manager  | ZMM009 - Material Issuing Form Program    | 1     |
| Warehouse Crew            | ZMM009 - Material Issuing Form<br>Program | 1     |
| Default position          | ZMM011 - Coal Sharing Cost Report         | 1     |
| Financial Control Departm | ZMM011 - Coal Sharing Cost Report         | 1     |
| Tax Manager               | ZMM011 - Coal Sharing Cost Report         | 1     |
| Accounting & Tax Officer  | ZMM012 - Total Budget Report              | 1     |
| Accounting Administrator  | ZMM012 - Total Budget Report              | 1     |
| Accounting Manager        | ZMM012 - Total Budget Report              | 1     |
| Accounting Officer        | ZMM012 - Total Budget Report              | 1     |
| Administration Staff      | ZMM012 - Total Budget Report              | 1     |
| AP & AR Control Superviso | ZMM012 - Total Budget Report              | 1     |
| AP Control Manager        | ZMM012 - Total Budget Report              | 1     |
| AR Control Superintendent | ZMM012 - Total Budget Report              | 1     |
| AR NON Trade Control Serv | ZMM012 - Total Budget Report              | 1     |
| AR Officer                | ZMM012 - Total Budget Report              | 1     |
| AR Trade Control Service  | ZMM012 - Total Budget Report              | 1     |
| Budget & Control Supervis | ZMM012 - Total Budget Report              | 1     |
| Budget Officer            | ZMM012 - Total Budget Report              | 1     |
| External Auditor          | ZMM012 - Total Budget Report              | 1     |
| Finance & Adm General Man | ZMM012 - Total Budget Report              | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Finance Admin             | ZMM012 - Total Budget Report | 1     |
| Finance Rep. & Analyst Ma | ZMM012 - Total Budget Report | 1     |
| Finance Reporting Officer | ZMM012 - Total Budget Report | 1     |
| Financial & Accounting Su | ZMM012 - Total Budget Report | 1     |
| Financial Control Departm | ZMM012 - Total Budget Report | 1     |
| Financial Reporting Manag | ZMM012 - Total Budget Report | 1     |
| Financial Reporting Offic | ZMM012 - Total Budget Report | 1     |
| Financial Reporting Senio | ZMM012 - Total Budget Report | 1     |
| Financial Reporting Super | ZMM012 - Total Budget Report | 1     |
| Gen. Accounting Superviso | ZMM012 - Total Budget Report | 1     |
| Internal Auditor          | ZMM012 - Total Budget Report | 1     |
| Managerial Reporting Supe | ZMM012 - Total Budget Report | 1     |
| MGM_REP                   | ZMM012 - Total Budget Report | 1     |
| Mgt Reporting & Budget Se | ZMM012 - Total Budget Report | 1     |
| President Director        | ZMM012 - Total Budget Report | 1     |
| SAP Support               | ZMM012 - Total Budget Report | 1     |
| Tax Officer               | ZMM012 - Total Budget Report | 1     |
| Contract Management Engin | ZMM013A - GR Service         | 1     |
| Production Administration | ZMM013A - GR Service         | 1     |
| Admin & Data Processing S | ZMM015 - LIV Approval        | 1     |
| Admin Doc. Filling        | ZMM015 - LIV Approval        | 1     |
| Administration Staff      | ZMM015 - LIV Approval        | 1     |
| AP Control Manager        | ZMM015 - LIV Approval        | 1     |
| AP Control Superintendent | ZMM015 - LIV Approval        | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| AP Officer                | ZMM015 - LIV Approval                      | 1     |
| AR Control Superintendent | ZMM015 - LIV Approval                      | 1     |
| Finance & Adm General Man | ZMM015 - LIV Approval                      | 1     |
| Finance Reporting Officer | ZMM015 - LIV Approval                      | 1     |
| Financial & Accounting Su | ZMM015 - LIV Approval                      | 1     |
| Financial Reporting Manag | ZMM015 - LIV Approval                      | 1     |
| Financial Reporting Offic | ZMM015 - LIV Approval                      | 1     |
| Financial Reporting Super | ZMM015 - LIV Approval                      | 1     |
| GA Service Supervisor     | ZMM015 - LIV Approval                      | 1     |
| Operation Support Service | ZMM015 - LIV Approval                      | 1     |
| Shared Service Unit Gener | ZMM015 - LIV Approval                      | 1     |
| Default position          | ZMM016 - Coal Sharing Cost<br>Calculation  | 1     |
| Financial Control Departm | ZMM016 - Coal Sharing Cost<br>Calculation  | 1     |
| Tax Manager               | ZMM016 - Coal Sharing Cost<br>Calculation  | 1     |
| SAP Support               | ZMM018 - Maintain Table<br>ZWFE_USR_DEPT   | 1     |
| Account Officer           | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Account Receivable Office | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Accounting & Tax Officer  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Accounting Administrator  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Accounting Manager        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Accounting Officer        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Admin & Data Processing S | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Admin Doc. Filling        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Administration Staff      | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position                    | Code Matrix                                | Count |
|--------------------------------|--|-------|
| AP & AR Control Superviso      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AP Control Manager             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AP Control Superintendent      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AP Controller                  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AP Officer                     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AR Control Manager             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AR Control Superintendent      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AR NON Trade Control Serv      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AR Officer                     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| AR Trade Control Service       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Area 1 Marketing & S. man      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Area 2 Marketing & S. man      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Area 3 Marketing & S. man      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Asset Officer                  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Bank & Trade Finance Mana      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Bank Rels. Officer & Cash      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Binungan Mine Operation A      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Budget & Control Supervis      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Budget Officer                 | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Building & General Asset       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Business Analyst Manager       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Cash Management Administration | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Cash Management Officer        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Claim & Compensation Admi      | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Coal Handling Inf. Dev. &       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Coal Mining Dept. Head          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| ComDev Admin & Logistic         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Commuication & Relation Officer | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Community Rel Admin Suppo       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Comp.Benefit Admin              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Comp.Benefit HR Berau Off       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Comp.Benefit HR Berau Sup       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Compensation & Benefits A       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Contract & Doc. Control O       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Contract Management Engin       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Affair Manager        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Affairs Officer       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Communication G       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Legal Manager         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Legal Senior Ma       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Secretary Manag       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Corporate Support Senior        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Cost Estimator & Control        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| CPP & Hauling Road Superv       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| CPP Superintendent              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| CPP Supervisor                  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Crewing Officer                 | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Default position                | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Elect. P & C Engineer     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Electrical Supervisor     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| EMS Area 1 Manager        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Energy Management Serv. G | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Engineering Manager       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Environment Manager       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| ER & LM Admin Officer     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| ER & OHSE Training Manage | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Executive Secretary       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| External Auditor          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| External Relation & Land  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| External SAP Consultant   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finacial Accounting Staff | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finance & Adm General Man | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finance Admin             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finance Analyst           | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finance Deputy Director   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finance Rep. & Analyst Ma | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Finance Reporting Officer | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial & Accounting Su | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial Accounting Bera | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial Accounting Jaka | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial Control Departm | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial Reporting Manag | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Reporting Offic | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial Reporting Senio | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Financial Reporting Super | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| GA Admin                  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| GA Officer                | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| GA Service Supervisor     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| GA Staff JKT              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| GA Supervisor             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Gen. Accounting Superviso | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Gen. Service & Logistic G | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| General Affair Berau Supe | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| General Affair Manager    | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Geology & Exploration Man | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Geology & Exploration Sup | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Geotechnic & Hydrology Ma | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| H.S.E General Manager     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HO Support Service Superv | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HO Support Superintendent | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HR & GA Manager - JKT     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HR Development Manager    | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HR System Support Officer | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HRGA General Manager      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| HSE General Admin         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Industrial Relation Coord | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Industrial Relation Offic | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Infrastructure Dev. Plan  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Internal Audit            | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Internal Audit Manager    | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Internal Auditor          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| IR & Welfare Superintende | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| IT & MIS General Manager  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| IT Manager                | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Land Acquisition & Manage | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Lati Mine Opertaion Manag | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Lati Port Supervisor      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Legal & Compliance Admin  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Legal Officer             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| LMO Admin Planner         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Logistic GL               | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Logistic GL Parts         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Logistic Manager          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Logistic Officer          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Logistic Section Head     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Logistic Supervisor       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Managerial Reporting Supe | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Marine Support Officer    | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Marketing & Transp. Admin | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Marketing & transp. Direc | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Marketing & transp.Deputy | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Marketing Support Officer | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mech & Elect Superintende | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mech. P & C Engineer      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mechanical Supervisor     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| MGM_REP                   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mgt Reporting & Budget Se | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mine Closure Manager      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mine Contract Management  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mine Contract Mgmt & T.S  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mine Dev & Geology Genera | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mine Plan & Control Manag | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mine Superintendent       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Mining General Manager    | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| MIS Manager               | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| O.H.S. Manager            | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Operation Deputy Director | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Operation Director        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Operation Support Service | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| P&C Superintendent        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| P. Quality & D. Control M | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Payment & Bank Reconsile  | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Payroll Admin             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Payroll Officer           | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position                     | Code Matrix                                | Count |
|---------------------------------|--|-------|
| Planner Hauling BMO Plant       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Planning & Design Eng.          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Plant Administration Staff      | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Plant Maintenance Officer       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Port & Barging Opt. Manag       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Port Engineer                   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| PQDC Officer                    | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Prapatan Port Supervisor        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| President Director              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Procurement Officer             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Procurement Staff               | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Production Administration       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Production Administration Staff | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Project Administration          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Project Officer                 | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Purchasing Adm. Officer         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Purchasing Manager              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Purchasing Officer              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| QHSE System Compliance Ma       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Recruit & Assessment Offi       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Recruitment Officer             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Rental Department Head          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Risk Mgt. Compl. & Policy       | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Sambarata Mine Operation        | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position                   | Code Matrix                                | Count |
|-------------------------------|--|-------|
| Sambarata Port Supervisor     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| SAP Support                   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Secretary Officer             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Security Manager              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Senior Instruktur             | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shared Service Unit Gener     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| SHE Section Head              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shipment Admin Officer        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shipping Admin                | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shipping Admin Officer        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shipping Administration Staff | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shipping Legal                | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Shipping Manager              | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Suaran Port Supervisor        | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Support Administrator Off     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Supporting Infr. Dev. Sup     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Tax Manager                   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Tax Officer                   | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Technical Service Manager     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Tender Officer                | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Ticketing                     | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Trade Finance Admin.          | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Trade Finance Officer         | ZMM019 - Workflow Runtime Report - Invoice | 1     |
| Traffic & Admin Superinte     | ZMM019 - Workflow Runtime Report - Invoice | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Transhipment Supervisor   | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Transp. & Sales Adm. Gene | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Transport & Shipment Mana | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Transport Analyst         | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Travelling & Claim Admin  | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Treasury & Bangking Manag | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Treasury Administration   | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Treasury General Manager  | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Treasury Settlement Offic | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Treasury Superintendent   | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Warehouse Crew            | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Welfare Admin Supervisor  | ZMM019 - Workflow Runtime Report - Invoice       | 1     |
| Contract Management Engin | ZMM020 - Cancel Mat Doc / Reverse<br>Posting G/L | 1     |
| Production Administration | ZMM020 - Cancel Mat Doc / Reverse<br>Posting G/L | 1     |
| Accounting Manager        | ZMM021 - Reservation Release Report              | 1     |
| Accounting Officer        | ZMM021 - Reservation Release Report              | 1     |
| Administration Staff      | ZMM021 - Reservation Release Report              | 1     |
| AP Control Manager        | ZMM021 - Reservation Release Report              | 1     |
| AR Control Manager        | ZMM021 - Reservation Release Report              | 1     |
| Area 1 Marketing & S. man | ZMM021 - Reservation Release Report              | 1     |
| Area 2 Marketing & S. man | ZMM021 - Reservation Release Report              | 1     |
| Area 3 Marketing & S. man | ZMM021 - Reservation Release Report              | 1     |
| Asset Officer             | ZMM021 - Reservation Release Report              | 1     |
| Bank & Trade Finance Mana | ZMM021 - Reservation Release Report              | 1     |

| HR Position                     | Code Matrix                         | Count |
|---------------------------------|-------------------------------------|-------|
| Bank Rels. Officer & Cash       | ZMM021 - Reservation Release Report | 1     |
| Binungan Mine Operation A       | ZMM021 - Reservation Release Report | 1     |
| Building & General Asset        | ZMM021 - Reservation Release Report | 1     |
| Business Analyst Manager        | ZMM021 - Reservation Release Report | 1     |
| Cash Management Administration  | ZMM021 - Reservation Release Report | 1     |
| Claim & Compensation Admi       | ZMM021 - Reservation Release Report | 1     |
| Coal Handling Inf. Dev. &       | ZMM021 - Reservation Release Report | 1     |
| ComDev Admin & Logistic         | ZMM021 - Reservation Release Report | 1     |
| Commuication & Relation Officer | ZMM021 - Reservation Release Report | 1     |
| Community Rel Admin Suppo       | ZMM021 - Reservation Release Report | 1     |
| Corporate Affair Manager        | ZMM021 - Reservation Release Report | 1     |
| Corporate Affairs Officer       | ZMM021 - Reservation Release Report | 1     |
| Corporate Communication G       | ZMM021 - Reservation Release Report | 1     |
| Corporate Legal Manager         | ZMM021 - Reservation Release Report | 1     |
| Corporate Legal Senior Ma       | ZMM021 - Reservation Release Report | 1     |
| Corporate Support Senior        | ZMM021 - Reservation Release Report | 1     |
| Cost Estimator & Control        | ZMM021 - Reservation Release Report | 1     |
| Crewing Officer                 | ZMM021 - Reservation Release Report | 1     |
| Default position                | ZMM021 - Reservation Release Report | 1     |
| Elect. P & C Engineer           | ZMM021 - Reservation Release Report | 1     |
| EMS Area 1 Manager              | ZMM021 - Reservation Release Report | 1     |
| Energy Management Serv. G       | ZMM021 - Reservation Release Report | 1     |
| Engineering Manager             | ZMM021 - Reservation Release Report | 1     |
| Environment Manager             | ZMM021 - Reservation Release Report | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| ER & LM Admin Officer     | ZMM021 - Reservation Release Report | 1     |
| ER & OHSE Training Manage | ZMM021 - Reservation Release Report | 1     |
| Executive Secretary       | ZMM021 - Reservation Release Report | 1     |
| External Auditor          | ZMM021 - Reservation Release Report | 1     |
| External Relation & Land  | ZMM021 - Reservation Release Report | 1     |
| Finance & Adm General Man | ZMM021 - Reservation Release Report | 1     |
| Finance Admin             | ZMM021 - Reservation Release Report | 1     |
| Finance Analyst           | ZMM021 - Reservation Release Report | 1     |
| Finance Deputy Director   | ZMM021 - Reservation Release Report | 1     |
| Finance Rep. & Analyst Ma | ZMM021 - Reservation Release Report | 1     |
| Finance Reporting Officer | ZMM021 - Reservation Release Report | 1     |
| Financial Reporting Manag | ZMM021 - Reservation Release Report | 1     |
| Financial Reporting Offic | ZMM021 - Reservation Release Report | 1     |
| Financial Reporting Senio | ZMM021 - Reservation Release Report | 1     |
| GA Officer                | ZMM021 - Reservation Release Report | 1     |
| GA Supervisor             | ZMM021 - Reservation Release Report | 1     |
| Gen. Service & Logistic G | ZMM021 - Reservation Release Report | 1     |
| General Affair Manager    | ZMM021 - Reservation Release Report | 1     |
| Geology & Exploration Man | ZMM021 - Reservation Release Report | 1     |
| Geology & Exploration Sup | ZMM021 - Reservation Release Report | 1     |
| Geotechnic & Hydrology Ma | ZMM021 - Reservation Release Report | 1     |
| H.S.E General Manager     | ZMM021 - Reservation Release Report | 1     |
| HR & GA Manager - JKT     | ZMM021 - Reservation Release Report | 1     |
| HR Development Manager    | ZMM021 - Reservation Release Report | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| HRGA General Manager      | ZMM021 - Reservation Release Report | 1     |
| HSE General Admin         | ZMM021 - Reservation Release Report | 1     |
| Infrastructure Dev. Plan  | ZMM021 - Reservation Release Report | 1     |
| Internal Audit            | ZMM021 - Reservation Release Report | 1     |
| Internal Audit Manager    | ZMM021 - Reservation Release Report | 1     |
| Internal Auditor          | ZMM021 - Reservation Release Report | 1     |
| IR & Welfare Superintende | ZMM021 - Reservation Release Report | 1     |
| IT & MIS General Manager  | ZMM021 - Reservation Release Report | 1     |
| IT Manager                | ZMM021 - Reservation Release Report | 1     |
| Land Acquisition & Manage | ZMM021 - Reservation Release Report | 1     |
| Lati Mine Opertaion Manag | ZMM021 - Reservation Release Report | 1     |
| Lati Port Supervisor      | ZMM021 - Reservation Release Report | 1     |
| Legal & Compliance Admin  | ZMM021 - Reservation Release Report | 1     |
| Legal Officer             | ZMM021 - Reservation Release Report | 1     |
| Logistic GL               | ZMM021 - Reservation Release Report | 1     |
| Logistic GL Parts         | ZMM021 - Reservation Release Report | 1     |
| Logistic Manager          | ZMM021 - Reservation Release Report | 1     |
| Logistic Officer          | ZMM021 - Reservation Release Report | 1     |
| Logistic Section Head     | ZMM021 - Reservation Release Report | 1     |
| Logistic Supervisor       | ZMM021 - Reservation Release Report | 1     |
| Marine Support Officer    | ZMM021 - Reservation Release Report | 1     |
| Marketing & Transp. Admin | ZMM021 - Reservation Release Report | 1     |
| Marketing & transp. Direc | ZMM021 - Reservation Release Report | 1     |
| Marketing & transp.Deputy | ZMM021 - Reservation Release Report | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Marketing Support Officer | ZMM021 - Reservation Release Report | 1     |
| Mech & Elect Superintende | ZMM021 - Reservation Release Report | 1     |
| Mech. P & C Engineer      | ZMM021 - Reservation Release Report | 1     |
| Mgt Reporting & Budget Se | ZMM021 - Reservation Release Report | 1     |
| Mine Closure Manager      | ZMM021 - Reservation Release Report | 1     |
| Mine Contract Management  | ZMM021 - Reservation Release Report | 1     |
| Mine Dev & Geology Genera | ZMM021 - Reservation Release Report | 1     |
| Mine Plan & Control Manag | ZMM021 - Reservation Release Report | 1     |
| Mining General Manager    | ZMM021 - Reservation Release Report | 1     |
| MIS Manager               | ZMM021 - Reservation Release Report | 1     |
| O.H.S. Manager            | ZMM021 - Reservation Release Report | 1     |
| Operation Deputy Director | ZMM021 - Reservation Release Report | 1     |
| Operation Director        | ZMM021 - Reservation Release Report | 1     |
| P&C Superintendent        | ZMM021 - Reservation Release Report | 1     |
| P. Quality & D. Control M | ZMM021 - Reservation Release Report | 1     |
| Payment & Bank Reconsile  | ZMM021 - Reservation Release Report | 1     |
| Payroll Admin             | ZMM021 - Reservation Release Report | 1     |
| Planning & Design Eng.    | ZMM021 - Reservation Release Report | 1     |
| Port & Barging Opt. Manag | ZMM021 - Reservation Release Report | 1     |
| Port Engineer             | ZMM021 - Reservation Release Report | 1     |
| PQDC Officer              | ZMM021 - Reservation Release Report | 1     |
| President Director        | ZMM021 - Reservation Release Report | 1     |
| Procurement Officer       | ZMM021 - Reservation Release Report | 1     |
| Procurement Staff         | ZMM021 - Reservation Release Report | 1     |

| HR Position                   | Code Matrix                         | Count |
|-------------------------------|-------------------------------------|-------|
| Project Administration        | ZMM021 - Reservation Release Report | 1     |
| Project Officer               | ZMM021 - Reservation Release Report | 1     |
| Purchasing Adm. Officer       | ZMM021 - Reservation Release Report | 1     |
| Purchasing Manager            | ZMM021 - Reservation Release Report | 1     |
| Purchasing Officer            | ZMM021 - Reservation Release Report | 1     |
| QHSE System Compliance Ma     | ZMM021 - Reservation Release Report | 1     |
| Risk Mgt. Compl. & Policy     | ZMM021 - Reservation Release Report | 1     |
| Sambarata Mine Operation      | ZMM021 - Reservation Release Report | 1     |
| Sambarata Port Supervisor     | ZMM021 - Reservation Release Report | 1     |
| SAP Support                   | ZMM021 - Reservation Release Report | 1     |
| Secretary Officer             | ZMM021 - Reservation Release Report | 1     |
| Security Manager              | ZMM021 - Reservation Release Report | 1     |
| Shared Service Unit Gener     | ZMM021 - Reservation Release Report | 1     |
| Shipment Admin Officer        | ZMM021 - Reservation Release Report | 1     |
| Shipping Admin                | ZMM021 - Reservation Release Report | 1     |
| Shipping Admin Officer        | ZMM021 - Reservation Release Report | 1     |
| Shipping Administration Staff | ZMM021 - Reservation Release Report | 1     |
| Shipping Legal                | ZMM021 - Reservation Release Report | 1     |
| Shipping Manager              | ZMM021 - Reservation Release Report | 1     |
| Suaran Port Supervisor        | ZMM021 - Reservation Release Report | 1     |
| Supporting Infr. Dev. Sup     | ZMM021 - Reservation Release Report | 1     |
| Tax Manager                   | ZMM021 - Reservation Release Report | 1     |
| Technical Service Manager     | ZMM021 - Reservation Release Report | 1     |
| Tender Officer                | ZMM021 - Reservation Release Report | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Trade Finance Officer     | ZMM021 - Reservation Release Report            | 1     |
| Transhipment Supervisor   | ZMM021 - Reservation Release Report            | 1     |
| Transp. & Sales Adm. Gene | ZMM021 - Reservation Release Report            | 1     |
| Transport & Shipment Mana | ZMM021 - Reservation Release Report            | 1     |
| Transport Analyst         | ZMM021 - Reservation Release Report            | 1     |
| Travelling & Claim Admin  | ZMM021 - Reservation Release Report            | 1     |
| Treasury & Bangking Manag | ZMM021 - Reservation Release Report            | 1     |
| Treasury Administration   | ZMM021 - Reservation Release Report            | 1     |
| Treasury General Manager  | ZMM021 - Reservation Release Report            | 1     |
| Warehouse Crew            | ZMM021 - Reservation Release Report            | 1     |
| SAP Support               | ZMM025 - Table Maintenance for ZMM_RESB_BUDGE  | 1     |
| SAP Support               | ZMM025A - Table Maintenance for ZMM_RESB_BUDGE | 1     |
| Account Officer           | ZPO_CONTRACT - List of PO Contract             | 1     |
| Account Receivable Office | ZPO_CONTRACT - List of PO Contract             | 1     |
| Accounting & Tax Officer  | ZPO_CONTRACT - List of PO Contract             | 1     |
| Accounting Administrator  | ZPO_CONTRACT - List of PO Contract             | 1     |
| Accounting Manager        | ZPO_CONTRACT - List of PO Contract             | 1     |
| Accounting Officer        | ZPO_CONTRACT - List of PO Contract             | 1     |
| Admin & Data Processing S | ZPO_CONTRACT - List of PO Contract             | 1     |
| Admin Doc. Filling        | ZPO_CONTRACT - List of PO Contract             | 1     |
| Administration Staff      | ZPO_CONTRACT - List of PO Contract             | 1     |
| AP & AR Control Superviso | ZPO_CONTRACT - List of PO Contract             | 1     |
| AP Control Manager        | ZPO_CONTRACT - List of PO Contract             | 1     |
| AP Control Superintendent | ZPO_CONTRACT - List of PO Contract             | 1     |

| HR Position                    | Code Matrix                        | Count |
|--------------------------------|------------------------------------|-------|
| AP Controller                  | ZPO_CONTRACT - List of PO Contract | 1     |
| AP Officer                     | ZPO_CONTRACT - List of PO Contract | 1     |
| AR Control Manager             | ZPO_CONTRACT - List of PO Contract | 1     |
| AR Control Superintendent      | ZPO_CONTRACT - List of PO Contract | 1     |
| AR NON Trade Control Serv      | ZPO_CONTRACT - List of PO Contract | 1     |
| AR Officer                     | ZPO_CONTRACT - List of PO Contract | 1     |
| AR Trade Control Service       | ZPO_CONTRACT - List of PO Contract | 1     |
| Area 1 Marketing & S. man      | ZPO_CONTRACT - List of PO Contract | 1     |
| Area 2 Marketing & S. man      | ZPO_CONTRACT - List of PO Contract | 1     |
| Area 3 Marketing & S. man      | ZPO_CONTRACT - List of PO Contract | 1     |
| Asset Officer                  | ZPO_CONTRACT - List of PO Contract | 1     |
| Bank & Trade Finance Mana      | ZPO_CONTRACT - List of PO Contract | 1     |
| Bank Rels. Officer & Cash      | ZPO_CONTRACT - List of PO Contract | 1     |
| Binungan Mine Operation A      | ZPO_CONTRACT - List of PO Contract | 1     |
| Budget & Control Supervis      | ZPO_CONTRACT - List of PO Contract | 1     |
| Budget Officer                 | ZPO_CONTRACT - List of PO Contract | 1     |
| Building & General Asset       | ZPO_CONTRACT - List of PO Contract | 1     |
| Business Analyst Manager       | ZPO_CONTRACT - List of PO Contract | 1     |
| Cash Management Administration | ZPO_CONTRACT - List of PO Contract | 1     |
| Cash Management Officer        | ZPO_CONTRACT - List of PO Contract | 1     |
| Claim & Compensation Admi      | ZPO_CONTRACT - List of PO Contract | 1     |
| Coal Handling Inf. Dev. &      | ZPO_CONTRACT - List of PO Contract | 1     |
| Coal Mining Dept. Head         | ZPO_CONTRACT - List of PO Contract | 1     |
| ComDev Admin & Logistic        | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| Commuication & Relation Officer | ZPO_CONTRACT - List of PO Contract | 1     |
| Community Rel Admin Suppo       | ZPO_CONTRACT - List of PO Contract | 1     |
| Comp.Benefit Admin              | ZPO_CONTRACT - List of PO Contract | 1     |
| Comp.Benefit HR Berau Off       | ZPO_CONTRACT - List of PO Contract | 1     |
| Comp.Benefit HR Berau Sup       | ZPO_CONTRACT - List of PO Contract | 1     |
| Compensation & Benefits A       | ZPO_CONTRACT - List of PO Contract | 1     |
| Contract & Doc. Control O       | ZPO_CONTRACT - List of PO Contract | 1     |
| Contract Management Engin       | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Affair Manager        | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Affairs Officer       | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Communication G       | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Legal Manager         | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Legal Senior Ma       | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Secretary Manag       | ZPO_CONTRACT - List of PO Contract | 1     |
| Corporate Support Senior        | ZPO_CONTRACT - List of PO Contract | 1     |
| Cost Estimator & Control        | ZPO_CONTRACT - List of PO Contract | 1     |
| CPP & Hauling Road Superv       | ZPO_CONTRACT - List of PO Contract | 1     |
| CPP Superintendent              | ZPO_CONTRACT - List of PO Contract | 1     |
| CPP Supervisor                  | ZPO_CONTRACT - List of PO Contract | 1     |
| Crewing Officer                 | ZPO_CONTRACT - List of PO Contract | 1     |
| Default position                | ZPO_CONTRACT - List of PO Contract | 1     |
| Elect. P & C Engineer           | ZPO_CONTRACT - List of PO Contract | 1     |
| Electrical Supervisor           | ZPO_CONTRACT - List of PO Contract | 1     |
| EMS Area 1 Manager              | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Energy Management Serv. G | ZPO_CONTRACT - List of PO Contract | 1     |
| Engineering Manager       | ZPO_CONTRACT - List of PO Contract | 1     |
| Environment Manager       | ZPO_CONTRACT - List of PO Contract | 1     |
| ER & LM Admin Officer     | ZPO_CONTRACT - List of PO Contract | 1     |
| ER & OHSE Training Manage | ZPO_CONTRACT - List of PO Contract | 1     |
| Executive Secretary       | ZPO_CONTRACT - List of PO Contract | 1     |
| External Auditor          | ZPO_CONTRACT - List of PO Contract | 1     |
| External Relation & Land  | ZPO_CONTRACT - List of PO Contract | 1     |
| External SAP Consultant   | ZPO_CONTRACT - List of PO Contract | 1     |
| Finacial Accounting Staff | ZPO_CONTRACT - List of PO Contract | 1     |
| Finance & Adm General Man | ZPO_CONTRACT - List of PO Contract | 1     |
| Finance Admin             | ZPO_CONTRACT - List of PO Contract | 1     |
| Finance Analyst           | ZPO_CONTRACT - List of PO Contract | 1     |
| Finance Deputy Director   | ZPO_CONTRACT - List of PO Contract | 1     |
| Finance Rep. & Analyst Ma | ZPO_CONTRACT - List of PO Contract | 1     |
| Finance Reporting Officer | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial & Accounting Su | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Accounting Bera | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Accounting Jaka | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Control Departm | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Reporting Manag | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Reporting Offic | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Reporting Senio | ZPO_CONTRACT - List of PO Contract | 1     |
| Financial Reporting Super | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| GA Admin                  | ZPO_CONTRACT - List of PO Contract | 1     |
| GA Officer                | ZPO_CONTRACT - List of PO Contract | 1     |
| GA Service Supervisor     | ZPO_CONTRACT - List of PO Contract | 1     |
| GA Staff JKT              | ZPO_CONTRACT - List of PO Contract | 1     |
| GA Supervisor             | ZPO_CONTRACT - List of PO Contract | 1     |
| Gen. Accounting Superviso | ZPO_CONTRACT - List of PO Contract | 1     |
| Gen. Service & Logistic G | ZPO_CONTRACT - List of PO Contract | 1     |
| General Affair Berau Supe | ZPO_CONTRACT - List of PO Contract | 1     |
| General Affair Manager    | ZPO_CONTRACT - List of PO Contract | 1     |
| Geology & Exploration Man | ZPO_CONTRACT - List of PO Contract | 1     |
| Geology & Exploration Sup | ZPO_CONTRACT - List of PO Contract | 1     |
| Geotechnic & Hydrology Ma | ZPO_CONTRACT - List of PO Contract | 1     |
| H.S.E General Manager     | ZPO_CONTRACT - List of PO Contract | 1     |
| HO Support Service Superv | ZPO_CONTRACT - List of PO Contract | 1     |
| HO Support Superintendent | ZPO_CONTRACT - List of PO Contract | 1     |
| HR & GA Manager - JKT     | ZPO_CONTRACT - List of PO Contract | 1     |
| HR Development Manager    | ZPO_CONTRACT - List of PO Contract | 1     |
| HR System Support Officer | ZPO_CONTRACT - List of PO Contract | 1     |
| HRGA General Manager      | ZPO_CONTRACT - List of PO Contract | 1     |
| HSE General Admin         | ZPO_CONTRACT - List of PO Contract | 1     |
| Industrial Relation Coord | ZPO_CONTRACT - List of PO Contract | 1     |
| Industrial Relation Offic | ZPO_CONTRACT - List of PO Contract | 1     |
| Infrastructure Dev. Plan  | ZPO_CONTRACT - List of PO Contract | 1     |
| Internal Audit            | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| Internal Audit Manager    | ZPO_CONTRACT - List of PO Contract | 1     |
| Internal Auditor          | ZPO_CONTRACT - List of PO Contract | 1     |
| IR & Welfare Superintende | ZPO_CONTRACT - List of PO Contract | 1     |
| IT & MIS General Manager  | ZPO_CONTRACT - List of PO Contract | 1     |
| IT Manager                | ZPO_CONTRACT - List of PO Contract | 1     |
| Land Acquisition & Manage | ZPO_CONTRACT - List of PO Contract | 1     |
| Lati Mine Opertaion Manag | ZPO_CONTRACT - List of PO Contract | 1     |
| Lati Port Supervisor      | ZPO_CONTRACT - List of PO Contract | 1     |
| Legal & Compliance Admin  | ZPO_CONTRACT - List of PO Contract | 1     |
| Legal Officer             | ZPO_CONTRACT - List of PO Contract | 1     |
| LMO Admin Planner         | ZPO_CONTRACT - List of PO Contract | 1     |
| Logistic GL               | ZPO_CONTRACT - List of PO Contract | 1     |
| Logistic GL Parts         | ZPO_CONTRACT - List of PO Contract | 1     |
| Logistic Manager          | ZPO_CONTRACT - List of PO Contract | 1     |
| Logistic Officer          | ZPO_CONTRACT - List of PO Contract | 1     |
| Logistic Section Head     | ZPO_CONTRACT - List of PO Contract | 1     |
| Logistic Supervisor       | ZPO_CONTRACT - List of PO Contract | 1     |
| Managerial Reporting Supe | ZPO_CONTRACT - List of PO Contract | 1     |
| Marine Support Officer    | ZPO_CONTRACT - List of PO Contract | 1     |
| Marketing & Transp. Admin | ZPO_CONTRACT - List of PO Contract | 1     |
| Marketing & transp. Direc | ZPO_CONTRACT - List of PO Contract | 1     |
| Marketing & transp.Deputy | ZPO_CONTRACT - List of PO Contract | 1     |
| Marketing Support Officer | ZPO_CONTRACT - List of PO Contract | 1     |
| Mech & Elect Superintende | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position                | Code Matrix                        | Count |
|----------------------------|------------------------------------|-------|
| Mech. P & C Engineer       | ZPO_CONTRACT - List of PO Contract | 1     |
| Mechanical Supervisor      | ZPO_CONTRACT - List of PO Contract | 1     |
| MGM_REP                    | ZPO_CONTRACT - List of PO Contract | 1     |
| Mgt Reporting & Budget Se  | ZPO_CONTRACT - List of PO Contract | 1     |
| Mine Closure Manager       | ZPO_CONTRACT - List of PO Contract | 1     |
| Mine Contract Management   | ZPO_CONTRACT - List of PO Contract | 1     |
| Mine Contract Mgmt & T.S   | ZPO_CONTRACT - List of PO Contract | 1     |
| Mine Dev & Geology Genera  | ZPO_CONTRACT - List of PO Contract | 1     |
| Mine Plan & Control Manag  | ZPO_CONTRACT - List of PO Contract | 1     |
| Mine Superintendent        | ZPO_CONTRACT - List of PO Contract | 1     |
| Mining General Manager     | ZPO_CONTRACT - List of PO Contract | 1     |
| MIS Manager                | ZPO_CONTRACT - List of PO Contract | 1     |
| O.H.S. Manager             | ZPO_CONTRACT - List of PO Contract | 1     |
| Operation Deputy Director  | ZPO_CONTRACT - List of PO Contract | 1     |
| Operation Director         | ZPO_CONTRACT - List of PO Contract | 1     |
| Operation Support Service  | ZPO_CONTRACT - List of PO Contract | 1     |
| P&C Superintendent         | ZPO_CONTRACT - List of PO Contract | 1     |
| P. Quality & D. Control M  | ZPO_CONTRACT - List of PO Contract | 1     |
| Payment & Bank Reconsile   | ZPO_CONTRACT - List of PO Contract | 1     |
| Payroll Admin              | ZPO_CONTRACT - List of PO Contract | 1     |
| Payroll Officer            | ZPO_CONTRACT - List of PO Contract | 1     |
| Planner Hauling BMO Plant  | ZPO_CONTRACT - List of PO Contract | 1     |
| Planning & Design Eng.     | ZPO_CONTRACT - List of PO Contract | 1     |
| Plant Administration Staff | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| Plant Maintenance Officer       | ZPO_CONTRACT - List of PO Contract | 1     |
| Port & Barging Opt. Manag       | ZPO_CONTRACT - List of PO Contract | 1     |
| Port Engineer                   | ZPO_CONTRACT - List of PO Contract | 1     |
| PQDC Officer                    | ZPO_CONTRACT - List of PO Contract | 1     |
| Prapatan Port Supervisor        | ZPO_CONTRACT - List of PO Contract | 1     |
| President Director              | ZPO_CONTRACT - List of PO Contract | 1     |
| Procurement Officer             | ZPO_CONTRACT - List of PO Contract | 1     |
| Procurement Staff               | ZPO_CONTRACT - List of PO Contract | 1     |
| Production Administration       | ZPO_CONTRACT - List of PO Contract | 1     |
| Production Administration Staff | ZPO_CONTRACT - List of PO Contract | 1     |
| Project Administration          | ZPO_CONTRACT - List of PO Contract | 1     |
| Project Officer                 | ZPO_CONTRACT - List of PO Contract | 1     |
| Purchasing Adm. Officer         | ZPO_CONTRACT - List of PO Contract | 1     |
| Purchasing Manager              | ZPO_CONTRACT - List of PO Contract | 1     |
| Purchasing Officer              | ZPO_CONTRACT - List of PO Contract | 1     |
| QHSE System Compliance Ma       | ZPO_CONTRACT - List of PO Contract | 1     |
| Recruit & Assessment Offi       | ZPO_CONTRACT - List of PO Contract | 1     |
| Recruitment Officer             | ZPO_CONTRACT - List of PO Contract | 1     |
| Rental Department Head          | ZPO_CONTRACT - List of PO Contract | 1     |
| Risk Mgt. Compl. & Policy       | ZPO_CONTRACT - List of PO Contract | 1     |
| Sambarata Mine Operation        | ZPO_CONTRACT - List of PO Contract | 1     |
| Sambarata Port Supervisor       | ZPO_CONTRACT - List of PO Contract | 1     |
| SAP Support                     | ZPO_CONTRACT - List of PO Contract | 1     |
| Secretary Officer               | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position                   | Code Matrix                        | Count |
|-------------------------------|------------------------------------|-------|
| Security Manager              | ZPO_CONTRACT - List of PO Contract | 1     |
| Senior Instruktur             | ZPO_CONTRACT - List of PO Contract | 1     |
| Shared Service Unit Gener     | ZPO_CONTRACT - List of PO Contract | 1     |
| SHE Section Head              | ZPO_CONTRACT - List of PO Contract | 1     |
| Shipment Admin Officer        | ZPO_CONTRACT - List of PO Contract | 1     |
| Shipping Admin                | ZPO_CONTRACT - List of PO Contract | 1     |
| Shipping Admin Officer        | ZPO_CONTRACT - List of PO Contract | 1     |
| Shipping Administration Staff | ZPO_CONTRACT - List of PO Contract | 1     |
| Shipping Legal                | ZPO_CONTRACT - List of PO Contract | 1     |
| Shipping Manager              | ZPO_CONTRACT - List of PO Contract | 1     |
| Suaran Port Supervisor        | ZPO_CONTRACT - List of PO Contract | 1     |
| Support Administrator Off     | ZPO_CONTRACT - List of PO Contract | 1     |
| Supporting Infr. Dev. Sup     | ZPO_CONTRACT - List of PO Contract | 1     |
| Tax Manager                   | ZPO_CONTRACT - List of PO Contract | 1     |
| Tax Officer                   | ZPO_CONTRACT - List of PO Contract | 1     |
| Technical Service Manager     | ZPO_CONTRACT - List of PO Contract | 1     |
| Tender Officer                | ZPO_CONTRACT - List of PO Contract | 1     |
| Ticketing                     | ZPO_CONTRACT - List of PO Contract | 1     |
| Trade Finance Admin.          | ZPO_CONTRACT - List of PO Contract | 1     |
| Trade Finance Officer         | ZPO_CONTRACT - List of PO Contract | 1     |
| Traffic & Admin Superinte     | ZPO_CONTRACT - List of PO Contract | 1     |
| Transhipment Supervisor       | ZPO_CONTRACT - List of PO Contract | 1     |
| Transp. & Sales Adm. Gene     | ZPO_CONTRACT - List of PO Contract | 1     |
| Transport & Shipment Mana     | ZPO_CONTRACT - List of PO Contract | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Transport Analyst         | ZPO_CONTRACT - List of PO Contract            | 1     |
| Travelling & Claim Admin  | ZPO_CONTRACT - List of PO Contract            | 1     |
| Treasury & Bangking Manag | ZPO_CONTRACT - List of PO Contract            | 1     |
| Treasury Administration   | ZPO_CONTRACT - List of PO Contract            | 1     |
| Treasury General Manager  | ZPO_CONTRACT - List of PO Contract            | 1     |
| Treasury Settlement Offic | ZPO_CONTRACT - List of PO Contract            | 1     |
| Treasury Superintendent   | ZPO_CONTRACT - List of PO Contract            | 1     |
| Warehouse Crew            | ZPO_CONTRACT - List of PO Contract            | 1     |
| Welfare Admin Supervisor  | ZPO_CONTRACT - List of PO Contract            | 1     |
| Administration Staff      | ZPP001 - Upload actual data mining operation  | 1     |
| Contract Management Engin | ZPP001 - Upload actual data mining operation  | 1     |
| CPP & Hauling Road Superv | ZPP001 - Upload actual data mining operation  | 1     |
| CPP Superintendent        | ZPP001 - Upload actual data mining operation  | 1     |
| CPP Supervisor            | ZPP001 - Upload actual data mining operation  | 1     |
| Administration Staff      | ZPP001N - Upload actual data mining operation | 1     |
| Contract Management Engin | ZPP001N - Upload actual data mining operation | 1     |
| CPP & Hauling Road Superv | ZPP001N - Upload actual data mining operation | 1     |
| CPP Superintendent        | ZPP001N - Upload actual data mining operation | 1     |
| CPP Supervisor            | ZPP001N - Upload actual data mining operation | 1     |
| AR Control Manager        | ZPPR001 - BOM Report                          | 1     |
| Contract Management Engin | ZPPR001 - BOM Report                          | 1     |
| External Auditor          | ZPPR001 - BOM Report                          | 1     |
| Finance Reporting Officer | ZPPR001 - BOM Report                          | 1     |
| Financial Reporting Manag | ZPPR001 - BOM Report                          | 1     |

| HR Position               | Code Matrix                         | Count |
|---------------------------|-------------------------------------|-------|
| Financial Reporting Offic | ZPPR001 - BOM Report                | 1     |
| Financial Reporting Senio | ZPPR001 - BOM Report                | 1     |
| Internal Auditor          | ZPPR001 - BOM Report                | 1     |
| Production Administration | ZPPR001 - BOM Report                | 1     |
| SAP Support               | ZPPR001 - BOM Report                | 1     |
| Administration Staff      | ZPPR002 - Actual Coal Mining & OB   | 1     |
| AR Control Manager        | ZPPR002 - Actual Coal Mining & OB   | 1     |
| Contract Management Engin | ZPPR002 - Actual Coal Mining & OB   | 1     |
| CPP & Hauling Road Superv | ZPPR002 - Actual Coal Mining & OB   | 1     |
| CPP Superintendent        | ZPPR002 - Actual Coal Mining & OB   | 1     |
| CPP Supervisor            | ZPPR002 - Actual Coal Mining & OB   | 1     |
| Finance & Adm General Man | ZPPR002 - Actual Coal Mining & OB   | 1     |
| Mgt Reporting & Budget Se | ZPPR002 - Actual Coal Mining & OB   | 1     |
| PQDC Officer              | ZPPR002 - Actual Coal Mining & OB   | 1     |
| Production Administration | ZPPR002 - Actual Coal Mining & OB   | 1     |
| SAP Support               | ZPPR002 - Actual Coal Mining & OB   | 1     |
| AR Control Manager        | ZPPR003 - Cancellation Confirmation | 1     |
| Contract Management Engin | ZPPR003 - Cancellation Confirmation | 1     |
| Production Administration | ZPPR003 - Cancellation Confirmation | 1     |
| SAP Support               | ZPPR003 - Cancellation Confirmation | 1     |
| AR Control Manager        | ZPPR004 - Resource Report           | 1     |
| Contract Management Engin | ZPPR004 - Resource Report           | 1     |
| Production Administration | ZPPR004 - Resource Report           | 1     |
| SAP Support               | ZPPR004 - Resource Report           | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| Accounting Officer              | ZPRINT_CSR - Print CSR Form | 1     |
| Administration Staff            | ZPRINT_CSR - Print CSR Form | 1     |
| Budget & Control Supervis       | ZPRINT_CSR - Print CSR Form | 1     |
| Budget Officer                  | ZPRINT_CSR - Print CSR Form | 1     |
| Coal Handling Inf. Dev. &       | ZPRINT_CSR - Print CSR Form | 1     |
| Commuication & Relation Officer | ZPRINT_CSR - Print CSR Form | 1     |
| Community Rel Admin Suppo       | ZPRINT_CSR - Print CSR Form | 1     |
| Contract & Doc. Control O       | ZPRINT_CSR - Print CSR Form | 1     |
| Default position                | ZPRINT_CSR - Print CSR Form | 1     |
| ER & LM Admin Officer           | ZPRINT_CSR - Print CSR Form | 1     |
| Finance Admin                   | ZPRINT_CSR - Print CSR Form | 1     |
| Finance Reporting Officer       | ZPRINT_CSR - Print CSR Form | 1     |
| Financial & Accounting Su       | ZPRINT_CSR - Print CSR Form | 1     |
| Financial Control Departm       | ZPRINT_CSR - Print CSR Form | 1     |
| Financial Reporting Manag       | ZPRINT_CSR - Print CSR Form | 1     |
| Financial Reporting Offic       | ZPRINT_CSR - Print CSR Form | 1     |
| Financial Reporting Super       | ZPRINT_CSR - Print CSR Form | 1     |
| Infrastructure Dev. Plan        | ZPRINT_CSR - Print CSR Form | 1     |
| Managerial Reporting Supe       | ZPRINT_CSR - Print CSR Form | 1     |
| MGM_REP                         | ZPRINT_CSR - Print CSR Form | 1     |
| Planning & Design Eng.          | ZPRINT_CSR - Print CSR Form | 1     |
| Production Administration       | ZPRINT_CSR - Print CSR Form | 1     |
| Project Officer                 | ZPRINT_CSR - Print CSR Form | 1     |
| SAP Support                     | ZPRINT_CSR - Print CSR Form | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Supporting Infr. Dev. Sup | ZPRINT_CSR - Print CSR Form                      | 1     |
| Administration Staff      | ZPRINT_MD - Print Material Document              | 1     |
| Contract Management Engin | ZPRINT_MD - Print Material Document              | 1     |
| Cost Estimator & Control  | ZPRINT_MD - Print Material Document              | 1     |
| Default position          | ZPRINT_MD - Print Material Document              | 1     |
| GA Supervisor             | ZPRINT_MD - Print Material Document              | 1     |
| HO Support Service Superv | ZPRINT_MD - Print Material Document              | 1     |
| HO Support Superintendent | ZPRINT_MD - Print Material Document              | 1     |
| Logistic GL               | ZPRINT_MD - Print Material Document              | 1     |
| Logistic GL Parts         | ZPRINT_MD - Print Material Document              | 1     |
| Logistic Manager          | ZPRINT_MD - Print Material Document              | 1     |
| Logistic Officer          | ZPRINT_MD - Print Material Document              | 1     |
| Logistic Section Head     | ZPRINT_MD - Print Material Document              | 1     |
| Logistic Supervisor       | ZPRINT_MD - Print Material Document              | 1     |
| Production Administration | ZPRINT_MD - Print Material Document              | 1     |
| Purchasing Manager        | ZPRINT_MD - Print Material Document              | 1     |
| SAP Support               | ZPRINT_MD - Print Material Document              | 1     |
| Ticketing                 | ZPRINT_MD - Print Material Document              | 1     |
| Warehouse Crew            | ZPRINT_MD - Print Material Document              | 1     |
| Accounting Officer        | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Administration Staff      | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Budget & Control Supervis | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Budget Officer            | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Coal Handling Inf. Dev. & | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |

| HR Position                     | Code Matrix                                      | Count |
|---------------------------------|--|-------|
| Commuication & Relation Officer | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Community Rel Admin Suppo       | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Contract & Doc. Control O       | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Default position                | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| ER & LM Admin Officer           | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Finance Admin                   | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Finance Reporting Officer       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Financial & Accounting Su       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Financial Control Departm       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Financial Reporting Manag       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Financial Reporting Offic       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Financial Reporting Super       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Infrastructure Dev. Plan        | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Managerial Reporting Supe       | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| MGM_REP                         | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Planning & Design Eng.          | ZPRINT_PI - Print Investment<br>Requisition Form | 1     |
| Production Administration       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Project Officer                 | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| SAP Support                     | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| Supporting Infr. Dev. Sup       | ZPRINT_PI - Print Investment Requisition Form    | 1     |
| SAP Support                     | ZPRINT_PO_INT - Print PO Internal                | 1     |
| Accounting Administrator        | ZPRINT_SES - Print Service Entry<br>Sheet        | 1     |
| Accounting Manager              | ZPRINT_SES - Print Service Entry<br>Sheet        | 1     |
| Accounting Officer              | ZPRINT_SES - Print Service Entry<br>Sheet        | 1     |

| HR Position                     | Code Matrix                               | Count |
|---------------------------------|---|-------|
| Administration Staff            | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| AP Control Manager              | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| AP Control Superintendent       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| AR Control Superintendent       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Asset Officer                   | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Bank & Trade Finance Mana       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Bank Rels. Officer & Cash       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Building & General Asset        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Cash Management Administration  | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Claim & Compensation Admi       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| ComDev Admin & Logistic         | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Commuication & Relation Officer | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Community Rel Admin Suppo       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Contract Management Engin       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Corporate Affairs Officer       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Crewing Officer                 | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Default position                | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Elect. P & C Engineer           | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| ER & LM Admin Officer           | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Executive Secretary             | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| External Auditor                | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Finance & Adm General Man       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Finance Admin                   | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Finance Analyst                 | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Finance Rep. & Analyst Ma | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Finance Reporting Officer | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Financial & Accounting Su | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Financial Control Departm | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Financial Reporting Manag | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Financial Reporting Offic | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Financial Reporting Senio | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Financial Reporting Super | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| GA Officer                | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| GA Supervisor             | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Gen. Accounting Superviso | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Geology & Exploration Sup | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| HSE General Admin         | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Infrastructure Dev. Plan  | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Internal Audit            | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Internal Auditor          | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Lati Port Supervisor      | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Legal & Compliance Admin  | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Legal Officer             | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Logistic GL               | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Logistic GL Parts         | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Logistic Officer          | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Logistic Section Head     | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Logistic Supervisor       | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |

| HR Position                   | Code Matrix                               | Count |
|-------------------------------|---|-------|
| Marine Support Officer        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Marketing & Transp. Admin     | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Mech. P & C Engineer          | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Payment & Bank Reconsile      | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Payroll Admin                 | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Planning & Design Eng.        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Port Engineer                 | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| PQDC Officer                  | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Procurement Officer           | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Procurement Staff             | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Production Administration     | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Project Administration        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Project Officer               | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Purchasing Officer            | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Sambarata Port Supervisor     | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| SAP Support                   | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Secretary Officer             | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Shared Service Unit Gener     | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Shipment Admin Officer        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Shipping Admin                | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Shipping Admin Officer        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Shipping Administration Staff | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Shipping Legal                | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |
| Suaran Port Supervisor        | ZPRINT_SES - Print Service Entry<br>Sheet | 1     |

| HR Position                     | Code Matrix                                    | Count |
|---------------------------------|--|-------|
| Supporting Infr. Dev. Sup       | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Trade Finance Officer           | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Transhipment Supervisor         | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Transport Analyst               | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Travelling & Claim Admin        | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Treasury & Bangking Manag       | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Treasury Administration         | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Warehouse Crew                  | ZPRINT_SES - Print Service Entry<br>Sheet      | 1     |
| Administration Staff            | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| Commuication & Relation Officer | ZPS001 - PSE001 - Starting/Sending Workflow    | 1     |
| Community Rel Admin Suppo       | ZPS001 - PSE001 - Starting/Sending Workflow    | 1     |
| Contract & Doc. Control O       | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| Default position                | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| ER & LM Admin Officer           | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| Infrastructure Dev. Plan        | ZPS001 - PSE001 - Starting/Sending Workflow    | 1     |
| Planning & Design Eng.          | ZPS001 - PSE001 - Starting/Sending Workflow    | 1     |
| Production Administration       | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| Project Officer                 | ZPS001 - PSE001 - Starting/Sending Workflow    | 1     |
| SAP Support                     | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| Supporting Infr. Dev. Sup       | ZPS001 - PSE001 - Starting/Sending<br>Workflow | 1     |
| Account Officer                 | ZPS002 - Project Approval Report               | 1     |
| Account Receivable Office       | ZPS002 - Project Approval Report               | 1     |
| Accounting & Tax Officer        | ZPS002 - Project Approval Report               | 1     |
| Accounting Administrator        | ZPS002 - Project Approval Report               | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Accounting Manager        | ZPS002 - Project Approval Report | 1     |
| Accounting Officer        | ZPS002 - Project Approval Report | 1     |
| Admin & Data Processing S | ZPS002 - Project Approval Report | 1     |
| Admin Doc. Filling        | ZPS002 - Project Approval Report | 1     |
| Administration Staff      | ZPS002 - Project Approval Report | 1     |
| AP & AR Control Superviso | ZPS002 - Project Approval Report | 1     |
| AP Control Manager        | ZPS002 - Project Approval Report | 1     |
| AP Control Superintendent | ZPS002 - Project Approval Report | 1     |
| AP Controller             | ZPS002 - Project Approval Report | 1     |
| AP Officer                | ZPS002 - Project Approval Report | 1     |
| AR Control Manager        | ZPS002 - Project Approval Report | 1     |
| AR Control Superintendent | ZPS002 - Project Approval Report | 1     |
| AR NON Trade Control Serv | ZPS002 - Project Approval Report | 1     |
| AR Officer                | ZPS002 - Project Approval Report | 1     |
| AR Trade Control Service  | ZPS002 - Project Approval Report | 1     |
| Area 1 Marketing & S. man | ZPS002 - Project Approval Report | 1     |
| Area 2 Marketing & S. man | ZPS002 - Project Approval Report | 1     |
| Area 3 Marketing & S. man | ZPS002 - Project Approval Report | 1     |
| Asset Officer             | ZPS002 - Project Approval Report | 1     |
| Bank & Trade Finance Mana | ZPS002 - Project Approval Report | 1     |
| Bank Rels. Officer & Cash | ZPS002 - Project Approval Report | 1     |
| Binungan Mine Operation A | ZPS002 - Project Approval Report | 1     |
| Budget & Control Supervis | ZPS002 - Project Approval Report | 1     |
| Budget Officer            | ZPS002 - Project Approval Report | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| Building & General Asset        | ZPS002 - Project Approval Report | 1     |
| Business Analyst Manager        | ZPS002 - Project Approval Report | 1     |
| Cash Management Administration  | ZPS002 - Project Approval Report | 1     |
| Cash Management Officer         | ZPS002 - Project Approval Report | 1     |
| Claim & Compensation Admi       | ZPS002 - Project Approval Report | 1     |
| Coal Handling Inf. Dev. &       | ZPS002 - Project Approval Report | 1     |
| Coal Mining Dept. Head          | ZPS002 - Project Approval Report | 1     |
| ComDev Admin & Logistic         | ZPS002 - Project Approval Report | 1     |
| Commuication & Relation Officer | ZPS002 - Project Approval Report | 1     |
| Community Rel Admin Suppo       | ZPS002 - Project Approval Report | 1     |
| Comp.Benefit Admin              | ZPS002 - Project Approval Report | 1     |
| Comp.Benefit HR Berau Off       | ZPS002 - Project Approval Report | 1     |
| Comp.Benefit HR Berau Sup       | ZPS002 - Project Approval Report | 1     |
| Compensation & Benefits A       | ZPS002 - Project Approval Report | 1     |
| Contract & Doc. Control O       | ZPS002 - Project Approval Report | 1     |
| Contract Management Engin       | ZPS002 - Project Approval Report | 1     |
| Corporate Affair Manager        | ZPS002 - Project Approval Report | 1     |
| Corporate Affairs Officer       | ZPS002 - Project Approval Report | 1     |
| Corporate Communication G       | ZPS002 - Project Approval Report | 1     |
| Corporate Legal Manager         | ZPS002 - Project Approval Report | 1     |
| Corporate Legal Senior Ma       | ZPS002 - Project Approval Report | 1     |
| Corporate Secretary Manag       | ZPS002 - Project Approval Report | 1     |
| Corporate Support Senior        | ZPS002 - Project Approval Report | 1     |
| Cost Estimator & Control        | ZPS002 - Project Approval Report | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| CPP & Hauling Road Superv | ZPS002 - Project Approval Report | 1     |
| CPP Superintendent        | ZPS002 - Project Approval Report | 1     |
| CPP Supervisor            | ZPS002 - Project Approval Report | 1     |
| Crewing Officer           | ZPS002 - Project Approval Report | 1     |
| Default position          | ZPS002 - Project Approval Report | 1     |
| Elect. P & C Engineer     | ZPS002 - Project Approval Report | 1     |
| Electrical Supervisor     | ZPS002 - Project Approval Report | 1     |
| EMS Area 1 Manager        | ZPS002 - Project Approval Report | 1     |
| Energy Management Serv. G | ZPS002 - Project Approval Report | 1     |
| Engineering Manager       | ZPS002 - Project Approval Report | 1     |
| Environment Manager       | ZPS002 - Project Approval Report | 1     |
| ER & LM Admin Officer     | ZPS002 - Project Approval Report | 1     |
| ER & OHSE Training Manage | ZPS002 - Project Approval Report | 1     |
| Executive Secretary       | ZPS002 - Project Approval Report | 1     |
| External Auditor          | ZPS002 - Project Approval Report | 1     |
| External Relation & Land  | ZPS002 - Project Approval Report | 1     |
| External SAP Consultant   | ZPS002 - Project Approval Report | 1     |
| Finacial Accounting Staff | ZPS002 - Project Approval Report | 1     |
| Finance & Adm General Man | ZPS002 - Project Approval Report | 1     |
| Finance Admin             | ZPS002 - Project Approval Report | 1     |
| Finance Analyst           | ZPS002 - Project Approval Report | 1     |
| Finance Deputy Director   | ZPS002 - Project Approval Report | 1     |
| Finance Rep. & Analyst Ma | ZPS002 - Project Approval Report | 1     |
| Finance Reporting Officer | ZPS002 - Project Approval Report | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Financial & Accounting Su | ZPS002 - Project Approval Report | 1     |
| Financial Accounting Bera | ZPS002 - Project Approval Report | 1     |
| Financial Accounting Jaka | ZPS002 - Project Approval Report | 1     |
| Financial Control Departm | ZPS002 - Project Approval Report | 1     |
| Financial Reporting Manag | ZPS002 - Project Approval Report | 1     |
| Financial Reporting Offic | ZPS002 - Project Approval Report | 1     |
| Financial Reporting Senio | ZPS002 - Project Approval Report | 1     |
| Financial Reporting Super | ZPS002 - Project Approval Report | 1     |
| GA Admin                  | ZPS002 - Project Approval Report | 1     |
| GA Officer                | ZPS002 - Project Approval Report | 1     |
| GA Service Supervisor     | ZPS002 - Project Approval Report | 1     |
| GA Staff JKT              | ZPS002 - Project Approval Report | 1     |
| GA Supervisor             | ZPS002 - Project Approval Report | 1     |
| Gen. Accounting Superviso | ZPS002 - Project Approval Report | 1     |
| Gen. Service & Logistic G | ZPS002 - Project Approval Report | 1     |
| General Affair Berau Supe | ZPS002 - Project Approval Report | 1     |
| General Affair Manager    | ZPS002 - Project Approval Report | 1     |
| Geology & Exploration Man | ZPS002 - Project Approval Report | 1     |
| Geology & Exploration Sup | ZPS002 - Project Approval Report | 1     |
| Geotechnic & Hydrology Ma | ZPS002 - Project Approval Report | 1     |
| H.S.E General Manager     | ZPS002 - Project Approval Report | 1     |
| HO Support Service Superv | ZPS002 - Project Approval Report | 1     |
| HO Support Superintendent | ZPS002 - Project Approval Report | 1     |
| HR & GA Manager - JKT     | ZPS002 - Project Approval Report | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| HR Development Manager    | ZPS002 - Project Approval Report | 1     |
| HR System Support Officer | ZPS002 - Project Approval Report | 1     |
| HRGA General Manager      | ZPS002 - Project Approval Report | 1     |
| HSE General Admin         | ZPS002 - Project Approval Report | 1     |
| Industrial Relation Coord | ZPS002 - Project Approval Report | 1     |
| Industrial Relation Offic | ZPS002 - Project Approval Report | 1     |
| Infrastructure Dev. Plan  | ZPS002 - Project Approval Report | 1     |
| Internal Audit            | ZPS002 - Project Approval Report | 1     |
| Internal Audit Manager    | ZPS002 - Project Approval Report | 1     |
| Internal Auditor          | ZPS002 - Project Approval Report | 1     |
| IR & Welfare Superintende | ZPS002 - Project Approval Report | 1     |
| IT & MIS General Manager  | ZPS002 - Project Approval Report | 1     |
| IT Manager                | ZPS002 - Project Approval Report | 1     |
| Land Acquisition & Manage | ZPS002 - Project Approval Report | 1     |
| Lati Mine Opertaion Manag | ZPS002 - Project Approval Report | 1     |
| Lati Port Supervisor      | ZPS002 - Project Approval Report | 1     |
| Legal & Compliance Admin  | ZPS002 - Project Approval Report | 1     |
| Legal Officer             | ZPS002 - Project Approval Report | 1     |
| LMO Admin Planner         | ZPS002 - Project Approval Report | 1     |
| Logistic GL               | ZPS002 - Project Approval Report | 1     |
| Logistic GL Parts         | ZPS002 - Project Approval Report | 1     |
| Logistic Manager          | ZPS002 - Project Approval Report | 1     |
| Logistic Officer          | ZPS002 - Project Approval Report | 1     |
| Logistic Section Head     | ZPS002 - Project Approval Report | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Logistic Supervisor       | ZPS002 - Project Approval Report | 1     |
| Managerial Reporting Supe | ZPS002 - Project Approval Report | 1     |
| Marine Support Officer    | ZPS002 - Project Approval Report | 1     |
| Marketing & Transp. Admin | ZPS002 - Project Approval Report | 1     |
| Marketing & transp. Direc | ZPS002 - Project Approval Report | 1     |
| Marketing & transp.Deputy | ZPS002 - Project Approval Report | 1     |
| Marketing Support Officer | ZPS002 - Project Approval Report | 1     |
| Mech & Elect Superintende | ZPS002 - Project Approval Report | 1     |
| Mech. P & C Engineer      | ZPS002 - Project Approval Report | 1     |
| Mechanical Supervisor     | ZPS002 - Project Approval Report | 1     |
| MGM_REP                   | ZPS002 - Project Approval Report | 1     |
| Mgt Reporting & Budget Se | ZPS002 - Project Approval Report | 1     |
| Mine Closure Manager      | ZPS002 - Project Approval Report | 1     |
| Mine Contract Management  | ZPS002 - Project Approval Report | 1     |
| Mine Contract Mgmt & T.S  | ZPS002 - Project Approval Report | 1     |
| Mine Dev & Geology Genera | ZPS002 - Project Approval Report | 1     |
| Mine Plan & Control Manag | ZPS002 - Project Approval Report | 1     |
| Mine Superintendent       | ZPS002 - Project Approval Report | 1     |
| Mining General Manager    | ZPS002 - Project Approval Report | 1     |
| MIS Manager               | ZPS002 - Project Approval Report | 1     |
| O.H.S. Manager            | ZPS002 - Project Approval Report | 1     |
| Operation Deputy Director | ZPS002 - Project Approval Report | 1     |
| Operation Director        | ZPS002 - Project Approval Report | 1     |
| Operation Support Service | ZPS002 - Project Approval Report | 1     |

| HR Position                     | Code Matrix                      | Count |
|---------------------------------|----------------------------------|-------|
| P&C Superintendent              | ZPS002 - Project Approval Report | 1     |
| P. Quality & D. Control M       | ZPS002 - Project Approval Report | 1     |
| Payment & Bank Reconsile        | ZPS002 - Project Approval Report | 1     |
| Payroll Admin                   | ZPS002 - Project Approval Report | 1     |
| Payroll Officer                 | ZPS002 - Project Approval Report | 1     |
| Planner Hauling BMO Plant       | ZPS002 - Project Approval Report | 1     |
| Planning & Design Eng.          | ZPS002 - Project Approval Report | 1     |
| Plant Administration Staff      | ZPS002 - Project Approval Report | 1     |
| Plant Maintenance Officer       | ZPS002 - Project Approval Report | 1     |
| Port & Barging Opt. Manag       | ZPS002 - Project Approval Report | 1     |
| Port Engineer                   | ZPS002 - Project Approval Report | 1     |
| PQDC Officer                    | ZPS002 - Project Approval Report | 1     |
| Prapatan Port Supervisor        | ZPS002 - Project Approval Report | 1     |
| President Director              | ZPS002 - Project Approval Report | 1     |
| Procurement Officer             | ZPS002 - Project Approval Report | 1     |
| Procurement Staff               | ZPS002 - Project Approval Report | 1     |
| Production Administration       | ZPS002 - Project Approval Report | 1     |
| Production Administration Staff | ZPS002 - Project Approval Report | 1     |
| Project Administration          | ZPS002 - Project Approval Report | 1     |
| Project Officer                 | ZPS002 - Project Approval Report | 1     |
| Purchasing Adm. Officer         | ZPS002 - Project Approval Report | 1     |
| Purchasing Manager              | ZPS002 - Project Approval Report | 1     |
| Purchasing Officer              | ZPS002 - Project Approval Report | 1     |
| QHSE System Compliance Ma       | ZPS002 - Project Approval Report | 1     |

| HR Position                   | Code Matrix                      | Count |
|-------------------------------|----------------------------------|-------|
| Recruit & Assessment Offi     | ZPS002 - Project Approval Report | 1     |
| Recruitment Officer           | ZPS002 - Project Approval Report | 1     |
| Rental Department Head        | ZPS002 - Project Approval Report | 1     |
| Risk Mgt. Compl. & Policy     | ZPS002 - Project Approval Report | 1     |
| Sambarata Mine Operation      | ZPS002 - Project Approval Report | 1     |
| Sambarata Port Supervisor     | ZPS002 - Project Approval Report | 1     |
| SAP Support                   | ZPS002 - Project Approval Report | 1     |
| Secretary Officer             | ZPS002 - Project Approval Report | 1     |
| Security Manager              | ZPS002 - Project Approval Report | 1     |
| Senior Instruktur             | ZPS002 - Project Approval Report | 1     |
| Shared Service Unit Gener     | ZPS002 - Project Approval Report | 1     |
| SHE Section Head              | ZPS002 - Project Approval Report | 1     |
| Shipment Admin Officer        | ZPS002 - Project Approval Report | 1     |
| Shipping Admin                | ZPS002 - Project Approval Report | 1     |
| Shipping Admin Officer        | ZPS002 - Project Approval Report | 1     |
| Shipping Administration Staff | ZPS002 - Project Approval Report | 1     |
| Shipping Legal                | ZPS002 - Project Approval Report | 1     |
| Shipping Manager              | ZPS002 - Project Approval Report | 1     |
| Suaran Port Supervisor        | ZPS002 - Project Approval Report | 1     |
| Support Administrator Off     | ZPS002 - Project Approval Report | 1     |
| Supporting Infr. Dev. Sup     | ZPS002 - Project Approval Report | 1     |
| Tax Manager                   | ZPS002 - Project Approval Report | 1     |
| Tax Officer                   | ZPS002 - Project Approval Report | 1     |
| Technical Service Manager     | ZPS002 - Project Approval Report | 1     |

| HR Position               | Code Matrix                                 | Count |
|---------------------------|---|-------|
| Tender Officer            | ZPS002 - Project Approval Report            | 1     |
| Ticketing                 | ZPS002 - Project Approval Report            | 1     |
| Trade Finance Admin.      | ZPS002 - Project Approval Report            | 1     |
| Trade Finance Officer     | ZPS002 - Project Approval Report            | 1     |
| Traffic & Admin Superinte | ZPS002 - Project Approval Report            | 1     |
| Transhipment Supervisor   | ZPS002 - Project Approval Report            | 1     |
| Transp. & Sales Adm. Gene | ZPS002 - Project Approval Report            | 1     |
| Transport & Shipment Mana | ZPS002 - Project Approval Report            | 1     |
| Transport Analyst         | ZPS002 - Project Approval Report            | 1     |
| Travelling & Claim Admin  | ZPS002 - Project Approval Report            | 1     |
| Treasury & Bangking Manag | ZPS002 - Project Approval Report            | 1     |
| Treasury Administration   | ZPS002 - Project Approval Report            | 1     |
| Treasury General Manager  | ZPS002 - Project Approval Report            | 1     |
| Treasury Settlement Offic | ZPS002 - Project Approval Report            | 1     |
| Treasury Superintendent   | ZPS002 - Project Approval Report            | 1     |
| Warehouse Crew            | ZPS002 - Project Approval Report            | 1     |
| Welfare Admin Supervisor  | ZPS002 - Project Approval Report            | 1     |
| Accounting Officer        | ZPSC001 - Upload Project Structure Template | 1     |
| Budget & Control Supervis | ZPSC001 - Upload Project Structure Template | 1     |
| Budget Officer            | ZPSC001 - Upload Project Structure Template | 1     |
| Finance & Adm General Man | ZPSC001 - Upload Project Structure Template | 1     |
| Finance Admin             | ZPSC001 - Upload Project Structure Template | 1     |
| Finance Reporting Officer | ZPSC001 - Upload Project Structure Template | 1     |
| Financial & Accounting Su | ZPSC001 - Upload Project Structure Template | 1     |

| HR Position               | Code Matrix                                    | Count |
|---------------------------|--|-------|
| Financial Control Departm | ZPSC001 - Upload Project Structure<br>Template | 1     |
| Financial Reporting Manag | ZPSC001 - Upload Project Structure Template    | 1     |
| Financial Reporting Offic | ZPSC001 - Upload Project Structure<br>Template | 1     |
| Financial Reporting Super | ZPSC001 - Upload Project Structure<br>Template | 1     |
| Managerial Reporting Supe | ZPSC001 - Upload Project Structure Template    | 1     |
| MGM_REP                   | ZPSC001 - Upload Project Structure<br>Template | 1     |
| Mgt Reporting & Budget Se | ZPSC001 - Upload Project Structure<br>Template | 1     |
| SAP Support               | ZPSC001 - Upload Project Structure<br>Template | 1     |
| Accounting Officer        | ZPSC002 - Upload Original Budget               | 1     |
| Budget & Control Supervis | ZPSC002 - Upload Original Budget               | 1     |
| Budget Officer            | ZPSC002 - Upload Original Budget               | 1     |
| Finance & Adm General Man | ZPSC002 - Upload Original Budget               | 1     |
| Finance Admin             | ZPSC002 - Upload Original Budget               | 1     |
| Finance Reporting Officer | ZPSC002 - Upload Original Budget               | 1     |
| Financial & Accounting Su | ZPSC002 - Upload Original Budget               | 1     |
| Financial Control Departm | ZPSC002 - Upload Original Budget               | 1     |
| Financial Reporting Manag | ZPSC002 - Upload Original Budget               | 1     |
| Financial Reporting Offic | ZPSC002 - Upload Original Budget               | 1     |
| Financial Reporting Super | ZPSC002 - Upload Original Budget               | 1     |
| Managerial Reporting Supe | ZPSC002 - Upload Original Budget               | 1     |
| MGM_REP                   | ZPSC002 - Upload Original Budget               | 1     |
| Mgt Reporting & Budget Se | ZPSC002 - Upload Original Budget               | 1     |
| SAP Support               | ZPSC002 - Upload Original Budget               | 1     |
| Finance & Adm General Man | ZPSC003 - Upload Cost Element (Montly)         | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Mgt Reporting & Budget Se | ZPSC003 - Upload Cost Element (Montly)               | 1     |
| SAP Support               | ZPSC003 - Upload Cost Element (Montly)               | 1     |
| P. Quality & D. Control M | ZQME001_DOWN_IL - Download<br>Inspection Lot         | 1     |
| PQDC Officer              | ZQME001_DOWN_IL - Download Inspection Lot            | 1     |
| SAP Support               | ZQME001_DOWN_IL - Download Inspection Lot            | 1     |
| P. Quality & D. Control M | ZQME002_UPLD_QV - Upload Quality Value               | 1     |
| PQDC Officer              | ZQME002_UPLD_QV - Upload Quality Value               | 1     |
| SAP Support               | ZQME002_UPLD_QV - Upload Quality Value               | 1     |
| P. Quality & D. Control M | ZQME003_COPY_BA_RR - Copy Batch to RR                | 1     |
| PQDC Officer              | ZQME003_COPY_BA_RR - Copy Batch to RR                | 1     |
| SAP Support               | ZQME003_COPY_BA_RR - Copy Batch to RR                | 1     |
| P. Quality & D. Control M | ZQME004_COPY_RR - Copy RR to RR                      | 1     |
| PQDC Officer              | ZQME004_COPY_RR - Copy RR to RR                      | 1     |
| SAP Support               | ZQME004_COPY_RR - Copy RR to RR                      | 1     |
| P. Quality & D. Control M | ZQME005_COPY_BA_STO - Copy<br>Batch to RR STO        | 1     |
| PQDC Officer              | ZQME005_COPY_BA_STO - Copy<br>Batch to RR STO        | 1     |
| SAP Support               | ZQME005_COPY_BA_STO - Copy<br>Batch to RR STO        | 1     |
| P. Quality & D. Control M | ZQME006_COPY_RR_STO - Copy RR<br>STO GI to RR STO GR | 1     |
| PQDC Officer              | ZQME006_COPY_RR_STO - Copy RR<br>STO GI to RR STO GR | 1     |
| SAP Support               | ZQME006_COPY_RR_STO - Copy RR<br>STO GI to RR STO GR | 1     |
| Marketing & transp. Direc | ZRELSD_CNT - #N/A                                    | 1     |
| Marketing & transp.Deputy | ZRELSD_CNT - #N/A                                    | 1     |
| Transport & Shipment Mana | ZRELSD_CNT - #N/A                                    | 1     |
| Accounting Administrator  | ZREP_FI_01 - AGING Report For Account Payable        | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Accounting Manager        | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Accounting Officer        | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| AP & AR Control Superviso | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| AP Control Manager        | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| AP Control Superintendent | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| AR Control Superintendent | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Finance & Adm General Man | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Finance Admin             | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Finance Rep. & Analyst Ma | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Finance Reporting Officer | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Financial & Accounting Su | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Financial Control Departm | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Financial Reporting Manag | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Financial Reporting Offic | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Financial Reporting Senio | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Financial Reporting Super | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Gen. Accounting Superviso | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Mgt Reporting & Budget Se | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| President Director        | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| SAP Support               | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Shared Service Unit Gener | ZREP_FI_01 - AGING Report For Account Payable    | 1     |
| Accounting Administrator  | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Accounting Manager        | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Accounting Officer        | ZREP_FI_02 - AGING Report For Account Receivable | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| AP & AR Control Superviso | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| AP Control Manager        | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| AR Control Superintendent | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Finance & Adm General Man | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Finance Admin             | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Finance Rep. & Analyst Ma | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Finance Reporting Officer | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Financial & Accounting Su | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Financial Control Departm | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Financial Reporting Manag | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Financial Reporting Offic | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Financial Reporting Senio | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Financial Reporting Super | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Gen. Accounting Superviso | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Mgt Reporting & Budget Se | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| President Director        | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| SAP Support               | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Shared Service Unit Gener | ZREP_FI_02 - AGING Report For Account Receivable | 1     |
| Accounting Officer        | ZREP_FM_01 - Report Expense Cost Center DIC      | 1     |
| Budget & Control Supervis | ZREP_FM_01 - Report Expense Cost Center DIC      | 1     |
| Budget Officer            | ZREP_FM_01 - Report Expense Cost Center DIC      | 1     |
| Finance & Adm General Man | ZREP_FM_01 - Report Expense Cost Center DIC      | 1     |
| Finance Admin             | ZREP_FM_01 - Report Expense Cost Center DIC      | 1     |
| Finance Reporting Officer | ZREP_FM_01 - Report Expense Cost Center DIC      | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Financial & Accounting Su | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Financial Control Departm | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Financial Reporting Manag | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Financial Reporting Offic | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Financial Reporting Super | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Managerial Reporting Supe | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| MGM_REP                   | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Mgt Reporting & Budget Se | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| SAP Support               | ZREP_FM_01 - Report Expense Cost Center DIC       | 1     |
| Claim & Compensation Admi | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| Compensation & Benefits A | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| GA Staff JKT              | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| HR & GA Manager - JKT     | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| HR System Support Officer | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| HRGA General Manager      | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| Industrial Relation Coord | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| Industrial Relation Offic | ZREP_HR_01 - HR Claim Medical Benefit PT Berau    | 1     |
| IR & Welfare Superintende | ZREP_HR_01 - HR Claim Medical<br>Benefit PT Berau | 1     |
| Payment & Bank Reconsile  | ZREP_HR_01 - HR Claim Medical<br>Benefit PT Berau | 1     |
| Recruit & Assessment Offi | ZREP_HR_01 - HR Claim Medical<br>Benefit PT Berau | 1     |
| Support Administrator Off | ZREP_HR_01 - HR Claim Medical<br>Benefit PT Berau | 1     |
| Travelling & Claim Admin  | ZREP_HR_01 - HR Claim Medical<br>Benefit PT Berau | 1     |

| HR Position               | Code Matrix                                       | Count |
|---------------------------|---|-------|
| Welfare Admin Supervisor  | ZREP_HR_01 - HR Claim Medical<br>Benefit PT Berau | 1     |
| Claim & Compensation Admi | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Comp.Benefit Admin        | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Compensation & Benefits A | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| GA Staff JKT              | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| HR & GA Manager - JKT     | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| HR Development Manager    | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| HR System Support Officer | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| HRGA General Manager      | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Industrial Relation Coord | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Industrial Relation Offic | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| IR & Welfare Superintende | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Payment & Bank Reconsile  | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Payroll Admin             | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Payroll Officer           | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Recruit & Assessment Offi | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Recruitment Officer       | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Support Administrator Off | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Travelling & Claim Admin  | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Welfare Admin Supervisor  | ZREP_HR_02 - Manpower Distribution Report         | 1     |
| Comp.Benefit Admin        | ZREP_HR_03 - PAYROLL SUMMARY                      | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_03 - PAYROLL SUMMARY                      | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Comp.Benefit HR Berau Sup | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| GA Staff JKT              | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| HR & GA Manager - JKT     | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| HR System Support Officer | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| HRGA General Manager      | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| Payroll Admin             | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| Payroll Officer           | ZREP_HR_03 - PAYROLL SUMMARY                        | 1     |
| Claim & Compensation Admi | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Comp.Benefit Admin        | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Compensation & Benefits A | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| GA Staff JKT              | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| HR & GA Manager - JKT     | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| HR Development Manager    | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| HR System Support Officer | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| HRGA General Manager      | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Industrial Relation Coord | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Industrial Relation Offic | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| IR & Welfare Superintende | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Payment & Bank Reconsile  | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Payroll Admin             | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Payroll Officer           | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Recruit & Assessment Offi | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Recruitment Officer       | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Support Administrator Off | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Travelling & Claim Admin  | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Welfare Admin Supervisor  | ZREP_HR_05 - HRM05 - EMPLOYEE<br>PERSONAL REPORT CV | 1     |
| Comp.Benefit Admin        | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| GA Staff JKT              | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| HR & GA Manager - JKT     | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| HR System Support Officer | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| HRGA General Manager      | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| Payroll Admin             | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| Payroll Officer           | ZREP_HR_06 - Bank Transfer Report                   | 1     |
| Claim & Compensation Admi | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| Comp.Benefit Admin        | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| Compensation & Benefits A | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| GA Staff JKT              | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| HR & GA Manager - JKT     | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| HR Development Manager    | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| HR System Support Officer | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| HRGA General Manager      | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |
| Industrial Relation Coord | ZREP_HR_07 - Statistik Tenaga Kerja                 | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Industrial Relation Offic | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| IR & Welfare Superintende | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Payment & Bank Reconsile  | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Payroll Admin             | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Payroll Officer           | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Recruit & Assessment Offi | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Recruitment Officer       | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Support Administrator Off | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Travelling & Claim Admin  | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Welfare Admin Supervisor  | ZREP_HR_07 - Statistik Tenaga Kerja             | 1     |
| Claim & Compensation Admi | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Compensation & Benefits A | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| GA Staff JKT              | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| HR & GA Manager - JKT     | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| HR System Support Officer | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| HRGA General Manager      | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| IR & Welfare Superintende | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Payment & Bank Reconsile  | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Recruit & Assessment Offi | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Support Administrator Off | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Travelling & Claim Admin  | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |
| Welfare Admin Supervisor  | ZREP_HR_08 - Deklarasi Advance Trip<br>Employee | 1     |

| HR Position               | Code Matrix                               | Count |
|---------------------------|---|-------|
| Claim & Compensation Admi | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Compensation & Benefits A | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| GA Staff JKT              | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| HR & GA Manager - JKT     | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| HR System Support Officer | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| HRGA General Manager      | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| IR & Welfare Superintende | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Payment & Bank Reconsile  | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Recruit & Assessment Offi | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Support Administrator Off | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Travelling & Claim Admin  | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Welfare Admin Supervisor  | ZREP_HR_09 - Attendance & Trip<br>Report  | 1     |
| Admin & Data Processing S | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| Admin Doc. Filling        | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| Administration Staff      | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| AP Control Manager        | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| AP Control Superintendent | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| AP Officer                | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| AR Control Superintendent | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| AR NON Trade Control Serv | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| AR Trade Control Service  | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |
| Claim & Compensation Admi | ZREP_HR_10 - HR10 - Posting Run<br>Report | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Comp.Benefit HR Berau Off | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Compensation & Benefits A | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Finance & Adm General Man | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| GA Service Supervisor     | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| GA Staff JKT              | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| HR & GA Manager - JKT     | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| HR System Support Officer | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| HRGA General Manager      | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| IR & Welfare Superintende | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| Operation Support Service | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| Payment & Bank Reconsile  | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| Recruit & Assessment Offi | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Shared Service Unit Gener | ZREP_HR_10 - HR10 - Posting Run Report       | 1     |
| Support Administrator Off | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Travelling & Claim Admin  | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Welfare Admin Supervisor  | ZREP_HR_10 - HR10 - Posting Run<br>Report    | 1     |
| Claim & Compensation Admi | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Compensation & Benefits A | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| GA Staff JKT              | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| HR & GA Manager - JKT     | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| HR System Support Officer | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| HRGA General Manager      | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| IR & Welfare Superintende | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Payment & Bank Reconsile  | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Recruit & Assessment Offi | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Support Administrator Off | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Travelling & Claim Admin  | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Welfare Admin Supervisor  | ZREP_HR_10_BC - HR10 - Posting<br>Run Report | 1     |
| Administration Staff      | ZREP_HR_11 - Travel Status Report            | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_11 - Travel Status Report            | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_11 - Travel Status Report            | 1     |
| GA Staff JKT              | ZREP_HR_11 - Travel Status Report            | 1     |
| GA Supervisor             | ZREP_HR_11 - Travel Status Report            | 1     |
| General Affair Manager    | ZREP_HR_11 - Travel Status Report            | 1     |
| HO Support Service Superv | ZREP_HR_11 - Travel Status Report            | 1     |
| HO Support Superintendent | ZREP_HR_11 - Travel Status Report            | 1     |
| HR & GA Manager - JKT     | ZREP_HR_11 - Travel Status Report            | 1     |
| HR System Support Officer | ZREP_HR_11 - Travel Status Report            | 1     |
| Ticketing                 | ZREP_HR_11 - Travel Status Report            | 1     |
| Administration Staff      | ZREP_HR_12 - Report Travel - Approval Time   | 1     |
| Comp.Benefit HR Berau Off | ZREP_HR_12 - Report Travel - Approval Time   | 1     |
| Comp.Benefit HR Berau Sup | ZREP_HR_12 - Report Travel - Approval Time   | 1     |
| GA Staff JKT              | ZREP_HR_12 - Report Travel - Approval Time   | 1     |
| GA Supervisor             | ZREP_HR_12 - Report Travel - Approval Time   | 1     |
| General Affair Manager    | ZREP_HR_12 - Report Travel - Approval Time   | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| HO Support Service Superv | ZREP_HR_12 - Report Travel - Approval Time               | 1     |
| HO Support Superintendent | ZREP_HR_12 - Report Travel - Approval Time               | 1     |
| HR & GA Manager - JKT     | ZREP_HR_12 - Report Travel - Approval Time               | 1     |
| HR System Support Officer | ZREP_HR_12 - Report Travel - Approval Time               | 1     |
| Ticketing                 | ZREP_HR_12 - Report Travel - Approval Time               | 1     |
| Cost Estimator & Control  | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Default position          | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Logistic GL               | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Logistic GL Parts         | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Logistic Manager          | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Logistic Officer          | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Logistic Section Head     | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Logistic Supervisor       | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Procurement Officer       | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Purchasing Adm. Officer   | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Purchasing Manager        | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Purchasing Officer        | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| SAP Support               | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Tender Officer            | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Warehouse Crew            | ZREP_MM_01 - End to End<br>Procurement Proforma Repo     | 1     |
| Procurement Officer       | ZREP_MM_01_OLD - MM -<br>Procurement Proforma End to End | 1     |
| Purchasing Adm. Officer   | ZREP_MM_01_OLD - MM -<br>Procurement Proforma End to End | 1     |
| Purchasing Officer        | ZREP_MM_01_OLD - MM -<br>Procurement Proforma End to End | 1     |
| Tender Officer            | ZREP_MM_01_OLD - MM - Procurement Proforma End to End    | 1     |

| HR Position               | Code Matrix   | Count |
|---------------------------|---|-------|
| Cost Estimator & Control  | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Default position          | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| External Auditor          | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Finance Reporting Officer | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Financial Reporting Manag | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Financial Reporting Offic | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Financial Reporting Senio | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Internal Auditor          | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Logistic GL               | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Logistic GL Parts         | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Logistic Manager          | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Logistic Officer          | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Logistic Section Head     | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Logistic Supervisor       | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Procurement Officer       | ZREP_MM_01A - MM - Procurement Proforma End to End    | 1     |
| Purchasing Adm. Officer   | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Purchasing Manager        | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Purchasing Officer        | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| SAP Support               | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Tender Officer            | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Warehouse Crew            | ZREP_MM_01A - MM - Procurement<br>Proforma End to End | 1     |
| Cost Estimator & Control  | ZREP_MM_02 - MM - Good Issue & Reservation List       | 1     |
| Default position          | ZREP_MM_02 - MM - Good Issue & Reservation List       | 1     |
| Logistic GL               | ZREP_MM_02 - MM - Good Issue & Reservation List       | 1     |

| HR Position              | Code Matrix  | Count |
|--------------------------|--|-------|
| Logistic GL Parts        | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Logistic Manager         | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Logistic Officer         | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Logistic Section Head    | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Logistic Supervisor      | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Procurement Officer      | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Purchasing Adm. Officer  | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Purchasing Manager       | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Purchasing Officer       | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Tender Officer           | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Warehouse Crew           | ZREP_MM_02 - MM - Good Issue & Reservation List      | 1     |
| Cost Estimator & Control | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Default position         | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Logistic GL              | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Logistic GL Parts        | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Logistic Manager         | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Logistic Officer         | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Logistic Section Head    | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Logistic Supervisor      | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Procurement Officer      | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Purchasing Adm. Officer  | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Purchasing Manager       | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Purchasing Officer       | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Tender Officer           | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Warehouse Crew            | ZREP_MM_03 - MM - Availability<br>Report Procurement | 1     |
| Asset Officer             | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Building & General Asset  | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Elect. P & C Engineer     | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Electrical Supervisor     | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Engineering Manager       | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Mech & Elect Superintende | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Mech. P & C Engineer      | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Mechanical Supervisor     | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| P&C Superintendent        | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Plant Maintenance Officer | ZREP_PM_01 - Notification and Work Report Summary    | 1     |
| Asset Officer             | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Building & General Asset  | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Elect. P & C Engineer     | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Electrical Supervisor     | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Engineering Manager       | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Mech & Elect Superintende | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Mech. P & C Engineer      | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Mechanical Supervisor     | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| P&C Superintendent        | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Plant Maintenance Officer | ZREP_PM_02 - PM - Performance Unit Fixed Plan        | 1     |
| Asset Officer             | ZREP_PM_02N - Test Report PM02                       | 1     |
| Building & General Asset  | ZREP_PM_02N - Test Report PM02                       | 1     |
| Elect. P & C Engineer     | ZREP_PM_02N - Test Report PM02                       | 1     |

| HR Position               | Code Matrix                                      | Count |
|---------------------------|--|-------|
| Mech & Elect Superintende | ZREP_PM_02N - Test Report PM02                   | 1     |
| Mech. P & C Engineer      | ZREP_PM_02N - Test Report PM02                   | 1     |
| P&C Superintendent        | ZREP_PM_02N - Test Report PM02                   | 1     |
| Asset Officer             | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Building & General Asset  | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Elect. P & C Engineer     | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Electrical Supervisor     | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Engineering Manager       | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Mech & Elect Superintende | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Mech. P & C Engineer      | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Mechanical Supervisor     | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| P&C Superintendent        | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| Plant Maintenance Officer | ZREP_PM_04 - Overall Produksi Fuel Eng. Batubara | 1     |
| SAP Support               | ZREP_PS_01 - PS - Budget Update<br>Report        | 1     |
| Accounting Officer        | ZREP_PS_02 - Investment Request Report           | 1     |
| Budget & Control Supervis | ZREP_PS_02 - Investment Request Report           | 1     |
| Budget Officer            | ZREP_PS_02 - Investment Request Report           | 1     |
| Finance & Adm General Man | ZREP_PS_02 - Investment Request Report           | 1     |
| Finance Admin             | ZREP_PS_02 - Investment Request Report           | 1     |
| Finance Reporting Officer | ZREP_PS_02 - Investment Request Report           | 1     |
| Financial & Accounting Su | ZREP_PS_02 - Investment Request Report           | 1     |
| Financial Control Departm | ZREP_PS_02 - Investment Request Report           | 1     |
| Financial Reporting Manag | ZREP_PS_02 - Investment Request Report           | 1     |
| Financial Reporting Offic | ZREP_PS_02 - Investment Request Report           | 1     |

| HR Position               | Code Matrix  | Count |
|---------------------------|--|-------|
| Financial Reporting Super | ZREP_PS_02 - Investment Request Report               | 1     |
| Managerial Reporting Supe | ZREP_PS_02 - Investment Request Report               | 1     |
| MGM_REP                   | ZREP_PS_02 - Investment Request Report               | 1     |
| Mgt Reporting & Budget Se | ZREP_PS_02 - Investment Request Report               | 1     |
| SAP Support               | ZREP_PS_02_V2 - Investment Request Report            | 1     |
| Accounting Officer        | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Budget & Control Supervis | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Budget Officer            | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Finance Admin             | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Finance Reporting Officer | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Financial & Accounting Su | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Financial Control Departm | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Financial Reporting Manag | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Financial Reporting Offic | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Financial Reporting Super | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| Managerial Reporting Supe | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| MGM_REP                   | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| SAP Support               | ZREP_PS_BUDG - Project Budget Line Report            | 1     |
| P. Quality & D. Control M | ZREP_QM_01 - QM - Stock Analysis<br>Report           | 1     |
| PQDC Officer              | ZREP_QM_01 - QM - Stock Analysis<br>Report           | 1     |
| P. Quality & D. Control M | ZREP_QM_02 - QM - Shipment<br>Analysis Vessel Report | 1     |
| PQDC Officer              | ZREP_QM_02 - QM - Shipment<br>Analysis Vessel Report | 1     |
| Accounting Administrator  | ZREP_SD_01 - SD - Sales Order Plan<br>Report         | 1     |
| Accounting Manager        | ZREP_SD_01 - SD - Sales Order Plan<br>Report         | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Accounting Officer        | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AP & AR Control Superviso | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AP Control Manager        | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AP Control Superintendent | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AR Control Superintendent | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AR NON Trade Control Serv | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AR Officer                | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| AR Trade Control Service  | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Area 1 Marketing & S. man | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Area 2 Marketing & S. man | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Area 3 Marketing & S. man | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Budget & Control Supervis | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Budget Officer            | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Default position          | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| External Auditor          | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Finance & Adm General Man | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Finance Admin             | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Finance Rep. & Analyst Ma | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Finance Reporting Officer | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Financial & Accounting Su | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Financial Control Departm | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Financial Reporting Manag | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Financial Reporting Offic | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Financial Reporting Senio | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |

| HR Position               | Code Matrix                                  | Count |
|---------------------------|--|-------|
| Financial Reporting Super | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Gen. Accounting Superviso | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Internal Auditor          | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Managerial Reporting Supe | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| Marketing Support Officer | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| MGM_REP                   | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| Mgt Reporting & Budget Se | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| President Director        | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| SAP Support               | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| Shipment Admin Officer    | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| Tax Manager               | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| Transport & Shipment Mana | ZREP_SD_01 - SD - Sales Order Plan Report    | 1     |
| Transport Analyst         | ZREP_SD_01 - SD - Sales Order Plan<br>Report | 1     |
| Area 1 Marketing & S. man | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Area 2 Marketing & S. man | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Area 3 Marketing & S. man | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Marketing Support Officer | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Shipment Admin Officer    | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Transport & Shipment Mana | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Transport Analyst         | ZREP_SD_02 - SD - Sales Budget vs<br>Actual  | 1     |
| Accounting Administrator  | ZREP_SD_04 - SD - Shipment<br>Schedule       | 1     |
| Accounting Manager        | ZREP_SD_04 - SD - Shipment<br>Schedule       | 1     |
| Accounting Officer        | ZREP_SD_04 - SD - Shipment<br>Schedule       | 1     |
| Admin & Data Processing S | ZREP_SD_04 - SD - Shipment<br>Schedule       | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Admin Doc. Filling        | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| Administration Staff      | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| AP & AR Control Superviso | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AP Control Manager        | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AP Control Superintendent | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AP Controller             | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AP Officer                | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AR Control Superintendent | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AR NON Trade Control Serv | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AR Officer                | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| AR Trade Control Service  | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Area 1 Marketing & S. man | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Area 2 Marketing & S. man | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| Area 3 Marketing & S. man | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Default position          | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| External Auditor          | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| Finance Admin             | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Finance Rep. & Analyst Ma | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Finance Reporting Officer | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Financial & Accounting Su | ZREP_SD_04 - SD - Shipment Schedule    | 1     |
| Financial Control Departm | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| Financial Reporting Manag | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| Financial Reporting Offic | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |
| Financial Reporting Senio | ZREP_SD_04 - SD - Shipment<br>Schedule | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| Financial Reporting Super | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| GA Service Supervisor     | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| Gen. Accounting Superviso | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| Internal Auditor          | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Lati Port Supervisor      | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Marine Support Officer    | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| Marketing Support Officer | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| Operation Support Service | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| P. Quality & D. Control M | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Port Engineer             | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| PQDC Officer              | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| President Director        | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Sambarata Port Supervisor | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| SAP Support               | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Shipment Admin Officer    | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Shipping Admin Officer    | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Suaran Port Supervisor    | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Tax Manager               | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Traffic & Admin Superinte | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Transhipment Supervisor   | ZREP_SD_04 - SD - Shipment Schedule           | 1     |
| Transport & Shipment Mana | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| Transport Analyst         | ZREP_SD_04 - SD - Shipment<br>Schedule        | 1     |
| Area 1 Marketing & S. man | ZREP_SD_CNT - SD - Contract<br>Summary Report | 1     |
| Area 2 Marketing & S. man | ZREP_SD_CNT - SD - Contract<br>Summary Report | 1     |

| HR Position                    | Code Matrix                                   | Count |
|--------------------------------|---|-------|
| Area 3 Marketing & S. man      | ZREP_SD_CNT - SD - Contract<br>Summary Report | 1     |
| Marketing Support Officer      | ZREP_SD_CNT - SD - Contract<br>Summary Report | 1     |
| SAP Support                    | ZREP_SD_CNT - SD - Contract<br>Summary Report | 1     |
| Accounting Officer             | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Bank & Trade Finance Mana      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Bank Rels. Officer & Cash      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Cash Management Administration | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Cash Management Officer        | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Finance & Adm General Man      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Finance Admin                  | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Financial & Accounting Su      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Financial Control Departm      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| President Director             | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Trade Finance Admin.           | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Trade Finance Officer          | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Treasury & Bangking Manag      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Treasury Administration        | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Treasury General Manager       | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Treasury Settlement Offic      | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Treasury Superintendent        | ZREP_TR_01 - TR - Insurance Policy Report     | 1     |
| Accounting Officer             | ZREP_TR_02 - TR - Foreign Exchange Report     | 1     |
| Bank & Trade Finance Mana      | ZREP_TR_02 - TR - Foreign Exchange Report     | 1     |
| Bank Rels. Officer & Cash      | ZREP_TR_02 - TR - Foreign Exchange Report     | 1     |
| Cash Management Administration | ZREP_TR_02 - TR - Foreign Exchange Report     | 1     |

| HR Position                    | Code Matrix                               | Count |
|--------------------------------|---|-------|
| Cash Management Officer        | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Finance & Adm General Man      | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Finance Admin                  | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Financial & Accounting Su      | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Financial Control Departm      | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| President Director             | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Trade Finance Admin.           | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Trade Finance Officer          | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Treasury & Bangking Manag      | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Treasury Administration        | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Treasury General Manager       | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Treasury Settlement Offic      | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Treasury Superintendent        | ZREP_TR_02 - TR - Foreign Exchange Report | 1     |
| Accounting Officer             | ZREP_TR_03A - Bank Loan Report            | 1     |
| Bank & Trade Finance Mana      | ZREP_TR_03A - Bank Loan Report            | 1     |
| Bank Rels. Officer & Cash      | ZREP_TR_03A - Bank Loan Report            | 1     |
| Cash Management Administration | ZREP_TR_03A - Bank Loan Report            | 1     |
| Cash Management Officer        | ZREP_TR_03A - Bank Loan Report            | 1     |
| Finance & Adm General Man      | ZREP_TR_03A - Bank Loan Report            | 1     |
| Finance Admin                  | ZREP_TR_03A - Bank Loan Report            | 1     |
| Financial & Accounting Su      | ZREP_TR_03A - Bank Loan Report            | 1     |
| Financial Control Departm      | ZREP_TR_03A - Bank Loan Report            | 1     |
| President Director             | ZREP_TR_03A - Bank Loan Report            | 1     |
| Trade Finance Admin.           | ZREP_TR_03A - Bank Loan Report            | 1     |

| HR Position                    | Code Matrix                        | Count |
|--------------------------------|------------------------------------|-------|
| Trade Finance Officer          | ZREP_TR_03A - Bank Loan Report     | 1     |
| Treasury & Bangking Manag      | ZREP_TR_03A - Bank Loan Report     | 1     |
| Treasury Administration        | ZREP_TR_03A - Bank Loan Report     | 1     |
| Treasury General Manager       | ZREP_TR_03A - Bank Loan Report     | 1     |
| Treasury Settlement Offic      | ZREP_TR_03A - Bank Loan Report     | 1     |
| Treasury Superintendent        | ZREP_TR_03A - Bank Loan Report     | 1     |
| Accounting Officer             | ZREP_TR_03B - Bank Facility Report | 1     |
| Bank & Trade Finance Mana      | ZREP_TR_03B - Bank Facility Report | 1     |
| Bank Rels. Officer & Cash      | ZREP_TR_03B - Bank Facility Report | 1     |
| Cash Management Administration | ZREP_TR_03B - Bank Facility Report | 1     |
| Cash Management Officer        | ZREP_TR_03B - Bank Facility Report | 1     |
| Finance & Adm General Man      | ZREP_TR_03B - Bank Facility Report | 1     |
| Finance Admin                  | ZREP_TR_03B - Bank Facility Report | 1     |
| Financial & Accounting Su      | ZREP_TR_03B - Bank Facility Report | 1     |
| Financial Control Departm      | ZREP_TR_03B - Bank Facility Report | 1     |
| President Director             | ZREP_TR_03B - Bank Facility Report | 1     |
| Trade Finance Admin.           | ZREP_TR_03B - Bank Facility Report | 1     |
| Trade Finance Officer          | ZREP_TR_03B - Bank Facility Report | 1     |
| Treasury & Bangking Manag      | ZREP_TR_03B - Bank Facility Report | 1     |
| Treasury Administration        | ZREP_TR_03B - Bank Facility Report | 1     |
| Treasury General Manager       | ZREP_TR_03B - Bank Facility Report | 1     |
| Treasury Settlement Offic      | ZREP_TR_03B - Bank Facility Report | 1     |
| Treasury Superintendent        | ZREP_TR_03B - Bank Facility Report | 1     |
| Accounting Officer             | ZREP_TR_04 - Money Market Report   | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| Bank & Trade Finance Mana      | ZREP_TR_04 - Money Market Report | 1     |
| Bank Rels. Officer & Cash      | ZREP_TR_04 - Money Market Report | 1     |
| Cash Management Administration | ZREP_TR_04 - Money Market Report | 1     |
| Cash Management Officer        | ZREP_TR_04 - Money Market Report | 1     |
| Finance & Adm General Man      | ZREP_TR_04 - Money Market Report | 1     |
| Finance Admin                  | ZREP_TR_04 - Money Market Report | 1     |
| Financial & Accounting Su      | ZREP_TR_04 - Money Market Report | 1     |
| Financial Control Departm      | ZREP_TR_04 - Money Market Report | 1     |
| President Director             | ZREP_TR_04 - Money Market Report | 1     |
| Trade Finance Admin.           | ZREP_TR_04 - Money Market Report | 1     |
| Trade Finance Officer          | ZREP_TR_04 - Money Market Report | 1     |
| Treasury & Bangking Manag      | ZREP_TR_04 - Money Market Report | 1     |
| Treasury Administration        | ZREP_TR_04 - Money Market Report | 1     |
| Treasury General Manager       | ZREP_TR_04 - Money Market Report | 1     |
| Treasury Settlement Offic      | ZREP_TR_04 - Money Market Report | 1     |
| Treasury Superintendent        | ZREP_TR_04 - Money Market Report | 1     |
| Accounting Officer             | ZREP_TR_05 - Bank Gurantee       | 1     |
| Bank & Trade Finance Mana      | ZREP_TR_05 - Bank Gurantee       | 1     |
| Bank Rels. Officer & Cash      | ZREP_TR_05 - Bank Gurantee       | 1     |
| Cash Management Administration | ZREP_TR_05 - Bank Gurantee       | 1     |
| Cash Management Officer        | ZREP_TR_05 - Bank Gurantee       | 1     |
| Finance & Adm General Man      | ZREP_TR_05 - Bank Gurantee       | 1     |
| Finance Admin                  | ZREP_TR_05 - Bank Gurantee       | 1     |
| Financial & Accounting Su      | ZREP_TR_05 - Bank Gurantee       | 1     |

| HR Position               | Code Matrix                                | Count |
|---------------------------|--|-------|
| Financial Control Departm | ZREP_TR_05 - Bank Gurantee                 | 1     |
| President Director        | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Trade Finance Admin.      | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Trade Finance Officer     | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Treasury & Bangking Manag | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Treasury Administration   | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Treasury General Manager  | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Treasury Settlement Offic | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Treasury Superintendent   | ZREP_TR_05 - Bank Gurantee                 | 1     |
| Area 1 Marketing & S. man | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Area 2 Marketing & S. man | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Area 3 Marketing & S. man | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Marketing & transp. Direc | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Marketing & transp.Deputy | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Marketing Support Officer | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| SAP Support               | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Shipment Admin Officer    | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Transport & Shipment Mana | ZSD_FORMULA - SD - Upload Contract Formula | 1     |
| Area 1 Marketing & S. man | ZSD_GUAR - SD - Upload Guaranteed Quality  | 1     |
| Area 2 Marketing & S. man | ZSD_GUAR - SD - Upload Guaranteed Quality  | 1     |
| Area 3 Marketing & S. man | ZSD_GUAR - SD - Upload Guaranteed Quality  | 1     |
| Marketing & transp. Direc | ZSD_GUAR - SD - Upload Guaranteed Quality  | 1     |
| Marketing & transp.Deputy | ZSD_GUAR - SD - Upload Guaranteed Quality  | 1     |
| Marketing Support Officer | ZSD_GUAR - SD - Upload Guaranteed Quality  | 1     |

| HR Position               | Code Matrix                                   | Count |
|---------------------------|---|-------|
| SAP Support               | ZSD_GUAR - SD - Upload Guaranteed Quality     | 1     |
| Shipment Admin Officer    | ZSD_GUAR - SD - Upload Guaranteed Quality     | 1     |
| Transport & Shipment Mana | ZSD_GUAR - SD - Upload Guaranteed Quality     | 1     |
| SAP Support               | ZSD_QUALITY - Maintain Table ZSD_GUAR_QUALITY | 1     |
| External Auditor          | ZSD_STO - Barging Report                      | 1     |
| Finance Reporting Officer | ZSD_STO - Barging Report                      | 1     |
| Financial Reporting Manag | ZSD_STO - Barging Report                      | 1     |
| Financial Reporting Offic | ZSD_STO - Barging Report                      | 1     |
| Financial Reporting Senio | ZSD_STO - Barging Report                      | 1     |
| Internal Auditor          | ZSD_STO - Barging Report                      | 1     |
| Lati Port Supervisor      | ZSD_STO - Barging Report                      | 1     |
| Marine Support Officer    | ZSD_STO - Barging Report                      | 1     |
| Port Engineer             | ZSD_STO - Barging Report                      | 1     |
| PQDC Officer              | ZSD_STO - Barging Report                      | 1     |
| Sambarata Port Supervisor | ZSD_STO - Barging Report                      | 1     |
| SAP Support               | ZSD_STO - Barging Report                      | 1     |
| Shipment Admin Officer    | ZSD_STO - Barging Report                      | 1     |
| Shipping Admin Officer    | ZSD_STO - Barging Report                      | 1     |
| Suaran Port Supervisor    | ZSD_STO - Barging Report                      | 1     |
| Traffic & Admin Superinte | ZSD_STO - Barging Report                      | 1     |
| Transhipment Supervisor   | ZSD_STO - Barging Report                      | 1     |
| Transport Analyst         | ZSD_STO - Barging Report                      | 1     |
| Marine Support Officer    | ZSD_TRPOST - Transfer Posting History         | 1     |
| Port Engineer             | ZSD_TRPOST - Transfer Posting History         | 1     |

| HR Position                     | Code Matrix   | Count |
|---------------------------------|---|-------|
| PQDC Officer                    | ZSD_TRPOST - Transfer Posting History               | 1     |
| SAP Support                     | ZSD_TRPOST - Transfer Posting History               | 1     |
| Shipment Admin Officer          | ZSD_TRPOST - Transfer Posting History               | 1     |
| Shipping Admin Officer          | ZSD_TRPOST - Transfer Posting History               | 1     |
| Traffic & Admin Superinte       | ZSD_TRPOST - Transfer Posting History               | 1     |
| Transhipment Supervisor         | ZSD_TRPOST - Transfer Posting History               | 1     |
| Transport Analyst               | ZSD_TRPOST - Transfer Posting History               | 1     |
| AR Control Superintendent       | ZSD_UPDATE_PRICE - SD - Update<br>Sales Order Price | 1     |
| Financial & Accounting Su       | ZSD_UPDATE_PRICE - SD - Update<br>Sales Order Price | 1     |
| Financial Reporting Manag       | ZSD_UPDATE_PRICE - SD - Update<br>Sales Order Price | 1     |
| Financial Reporting Super       | ZSD_UPDATE_PRICE - SD - Update<br>Sales Order Price | 1     |
| Accounting Manager              | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Accounting Officer              | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Administration Staff            | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Asset Officer                   | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Bank & Trade Finance Mana       | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Bank Rels. Officer & Cash       | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Building & General Asset        | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Cash Management Administration  | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Claim & Compensation Admi       | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| ComDev Admin & Logistic         | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Commuication & Relation Officer | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Community Rel Admin Suppo       | ZSTART_WORKFLOW - Start Workflow                    | 1     |
| Corporate Affairs Officer       | ZSTART_WORKFLOW - Start Workflow                    | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Crewing Officer           | ZSTART_WORKFLOW - Start Workflow | 1     |
| Default position          | ZSTART_WORKFLOW - Start Workflow | 1     |
| Elect. P & C Engineer     | ZSTART_WORKFLOW - Start Workflow | 1     |
| ER & LM Admin Officer     | ZSTART_WORKFLOW - Start Workflow | 1     |
| Executive Secretary       | ZSTART_WORKFLOW - Start Workflow | 1     |
| Finance & Adm General Man | ZSTART_WORKFLOW - Start Workflow | 1     |
| Finance Admin             | ZSTART_WORKFLOW - Start Workflow | 1     |
| Finance Analyst           | ZSTART_WORKFLOW - Start Workflow | 1     |
| Finance Rep. & Analyst Ma | ZSTART_WORKFLOW - Start Workflow | 1     |
| Finance Reporting Officer | ZSTART_WORKFLOW - Start Workflow | 1     |
| Financial Control Departm | ZSTART_WORKFLOW - Start Workflow | 1     |
| Financial Reporting Manag | ZSTART_WORKFLOW - Start Workflow | 1     |
| Financial Reporting Offic | ZSTART_WORKFLOW - Start Workflow | 1     |
| Financial Reporting Senio | ZSTART_WORKFLOW - Start Workflow | 1     |
| GA Officer                | ZSTART_WORKFLOW - Start Workflow | 1     |
| GA Supervisor             | ZSTART_WORKFLOW - Start Workflow | 1     |
| Geology & Exploration Sup | ZSTART_WORKFLOW - Start Workflow | 1     |
| HSE General Admin         | ZSTART_WORKFLOW - Start Workflow | 1     |
| Infrastructure Dev. Plan  | ZSTART_WORKFLOW - Start Workflow | 1     |
| Internal Audit            | ZSTART_WORKFLOW - Start Workflow | 1     |
| Lati Port Supervisor      | ZSTART_WORKFLOW - Start Workflow | 1     |
| Legal & Compliance Admin  | ZSTART_WORKFLOW - Start Workflow | 1     |
| Legal Officer             | ZSTART_WORKFLOW - Start Workflow | 1     |
| Marine Support Officer    | ZSTART_WORKFLOW - Start Workflow | 1     |

| HR Position                   | Code Matrix                      | Count |
|-------------------------------|----------------------------------|-------|
| Marketing & Transp. Admin     | ZSTART_WORKFLOW - Start Workflow | 1     |
| Mech. P & C Engineer          | ZSTART_WORKFLOW - Start Workflow | 1     |
| Payment & Bank Reconsile      | ZSTART_WORKFLOW - Start Workflow | 1     |
| Payroll Admin                 | ZSTART_WORKFLOW - Start Workflow | 1     |
| Planning & Design Eng.        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Port Engineer                 | ZSTART_WORKFLOW - Start Workflow | 1     |
| PQDC Officer                  | ZSTART_WORKFLOW - Start Workflow | 1     |
| Procurement Officer           | ZSTART_WORKFLOW - Start Workflow | 1     |
| Procurement Staff             | ZSTART_WORKFLOW - Start Workflow | 1     |
| Production Administration     | ZSTART_WORKFLOW - Start Workflow | 1     |
| Project Administration        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Project Officer               | ZSTART_WORKFLOW - Start Workflow | 1     |
| Purchasing Officer            | ZSTART_WORKFLOW - Start Workflow | 1     |
| Sambarata Port Supervisor     | ZSTART_WORKFLOW - Start Workflow | 1     |
| SAP Support                   | ZSTART_WORKFLOW - Start Workflow | 1     |
| Secretary Officer             | ZSTART_WORKFLOW - Start Workflow | 1     |
| Shared Service Unit Gener     | ZSTART_WORKFLOW - Start Workflow | 1     |
| Shipment Admin Officer        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Shipping Admin                | ZSTART_WORKFLOW - Start Workflow | 1     |
| Shipping Admin Officer        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Shipping Administration Staff | ZSTART_WORKFLOW - Start Workflow | 1     |
| Shipping Legal                | ZSTART_WORKFLOW - Start Workflow | 1     |
| Suaran Port Supervisor        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Supporting Infr. Dev. Sup     | ZSTART_WORKFLOW - Start Workflow | 1     |

| HR Position                    | Code Matrix                      | Count |
|--------------------------------|----------------------------------|-------|
| Trade Finance Officer          | ZSTART_WORKFLOW - Start Workflow | 1     |
| Transhipment Supervisor        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Transport Analyst              | ZSTART_WORKFLOW - Start Workflow | 1     |
| Travelling & Claim Admin       | ZSTART_WORKFLOW - Start Workflow | 1     |
| Treasury & Bangking Manag      | ZSTART_WORKFLOW - Start Workflow | 1     |
| Treasury Administration        | ZSTART_WORKFLOW - Start Workflow | 1     |
| Accounting Officer             | ZTR001 - Maintain Bank Guarantee | 1     |
| Bank & Trade Finance Mana      | ZTR001 - Maintain Bank Guarantee | 1     |
| Bank Rels. Officer & Cash      | ZTR001 - Maintain Bank Guarantee | 1     |
| Cash Management Administration | ZTR001 - Maintain Bank Guarantee | 1     |
| Cash Management Officer        | ZTR001 - Maintain Bank Guarantee | 1     |
| Finance & Adm General Man      | ZTR001 - Maintain Bank Guarantee | 1     |
| Finance Admin                  | ZTR001 - Maintain Bank Guarantee | 1     |
| Financial & Accounting Su      | ZTR001 - Maintain Bank Guarantee | 1     |
| Financial Control Departm      | ZTR001 - Maintain Bank Guarantee | 1     |
| President Director             | ZTR001 - Maintain Bank Guarantee | 1     |
| SAP Support                    | ZTR001 - Maintain Bank Guarantee | 1     |
| Trade Finance Admin.           | ZTR001 - Maintain Bank Guarantee | 1     |
| Trade Finance Officer          | ZTR001 - Maintain Bank Guarantee | 1     |
| Treasury & Bangking Manag      | ZTR001 - Maintain Bank Guarantee | 1     |
| Treasury Administration        | ZTR001 - Maintain Bank Guarantee | 1     |
| Treasury General Manager       | ZTR001 - Maintain Bank Guarantee | 1     |
| Treasury Settlement Offic      | ZTR001 - Maintain Bank Guarantee | 1     |
| Treasury Superintendent        | ZTR001 - Maintain Bank Guarantee | 1     |

| HR Position                    | Code Matrix                                     | Count |
|--------------------------------|---|-------|
| Accounting Officer             | ZTR002 - Maintain Insurance Policy              | 1     |
| Bank & Trade Finance Mana      | ZTR002 - Maintain Insurance Policy              | 1     |
| Bank Rels. Officer & Cash      | ZTR002 - Maintain Insurance Policy              | 1     |
| Cash Management Administration | ZTR002 - Maintain Insurance Policy              | 1     |
| Cash Management Officer        | ZTR002 - Maintain Insurance Policy              | 1     |
| Finance & Adm General Man      | ZTR002 - Maintain Insurance Policy              | 1     |
| Finance Admin                  | ZTR002 - Maintain Insurance Policy              | 1     |
| Financial & Accounting Su      | ZTR002 - Maintain Insurance Policy              | 1     |
| Financial Control Departm      | ZTR002 - Maintain Insurance Policy              | 1     |
| President Director             | ZTR002 - Maintain Insurance Policy              | 1     |
| Trade Finance Admin.           | ZTR002 - Maintain Insurance Policy              | 1     |
| Trade Finance Officer          | ZTR002 - Maintain Insurance Policy              | 1     |
| Treasury & Bangking Manag      | ZTR002 - Maintain Insurance Policy              | 1     |
| Treasury Administration        | ZTR002 - Maintain Insurance Policy              | 1     |
| Treasury General Manager       | ZTR002 - Maintain Insurance Policy              | 1     |
| Treasury Settlement Offic      | ZTR002 - Maintain Insurance Policy              | 1     |
| Treasury Superintendent        | ZTR002 - Maintain Insurance Policy              | 1     |
| Accounting Manager             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Accounting Officer             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Administration Staff           | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| AP & AR Control Superviso      | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Bank & Trade Finance Mana      | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Bank Rels. Officer & Cash      | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Cash Management Administration | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |

| HR Position                     | Code Matrix                                     | Count |
|---------------------------------|---|-------|
| Claim & Compensation Admi       | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| ComDev Admin & Logistic         | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Commuication & Relation Officer | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Community Rel Admin Suppo       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Corporate Affairs Officer       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Crewing Officer                 | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Default position                | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| ER & LM Admin Officer           | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Executive Secretary             | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| External Auditor                | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Finance Admin                   | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Finance Analyst                 | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Finance Rep. & Analyst Ma       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Finance Reporting Officer       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Financial & Accounting Su       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Financial Control Departm       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Financial Reporting Manag       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Financial Reporting Offic       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Financial Reporting Senio       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Financial Reporting Super       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| GA Officer                      | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| GA Staff JKT                    | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| GA Supervisor                   | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |
| Geology & Exploration Sup       | ZTR003 - Start Workflow - Approval Vendor DP    | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| HR & GA Manager - JKT     | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| HSE General Admin         | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Infrastructure Dev. Plan  | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Internal Audit            | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Internal Auditor          | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Lati Port Supervisor      | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Legal & Compliance Admin  | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Legal Officer             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Marine Support Officer    | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Marketing & Transp. Admin | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Payment & Bank Reconsile  | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Payroll Admin             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Planning & Design Eng.    | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Port Engineer             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| PQDC Officer              | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| President Director        | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Procurement Officer       | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Procurement Staff         | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Project Administration    | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Project Officer           | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Purchasing Officer        | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Recruit & Assessment Offi | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Sambarata Port Supervisor | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| SAP Support               | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |

| HR Position                   | Code Matrix                                     | Count |
|-------------------------------|---|-------|
| Secretary Officer             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Shipment Admin Officer        | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Shipping Admin                | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Shipping Admin Officer        | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Shipping Administration Staff | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Shipping Legal                | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Suaran Port Supervisor        | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Support Administrator Off     | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Supporting Infr. Dev. Sup     | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Trade Finance Officer         | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Transhipment Supervisor       | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Transport Analyst             | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Travelling & Claim Admin      | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Treasury & Bangking Manag     | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Treasury Administration       | ZTR003 - Start Workflow - Approval<br>Vendor DP | 1     |
| Account Officer               | ZTR004 - FI Approval Report                     | 1     |
| Account Receivable Office     | ZTR004 - FI Approval Report                     | 1     |
| Accounting & Tax Officer      | ZTR004 - FI Approval Report                     | 1     |
| Accounting Administrator      | ZTR004 - FI Approval Report                     | 1     |
| Accounting Manager            | ZTR004 - FI Approval Report                     | 1     |
| Accounting Officer            | ZTR004 - FI Approval Report                     | 1     |
| Admin & Data Processing S     | ZTR004 - FI Approval Report                     | 1     |
| Admin Doc. Filling            | ZTR004 - FI Approval Report                     | 1     |
| Administration Staff          | ZTR004 - FI Approval Report                     | 1     |

| HR Position                    | Code Matrix                 | Count |
|--------------------------------|-----------------------------|-------|
| AP & AR Control Superviso      | ZTR004 - FI Approval Report | 1     |
| AP Control Manager             | ZTR004 - FI Approval Report | 1     |
| AP Control Superintendent      | ZTR004 - FI Approval Report | 1     |
| AP Controller                  | ZTR004 - FI Approval Report | 1     |
| AP Officer                     | ZTR004 - FI Approval Report | 1     |
| AR Control Manager             | ZTR004 - FI Approval Report | 1     |
| AR Control Superintendent      | ZTR004 - FI Approval Report | 1     |
| AR NON Trade Control Serv      | ZTR004 - FI Approval Report | 1     |
| AR Officer                     | ZTR004 - FI Approval Report | 1     |
| AR Trade Control Service       | ZTR004 - FI Approval Report | 1     |
| Area 1 Marketing & S. man      | ZTR004 - FI Approval Report | 1     |
| Area 2 Marketing & S. man      | ZTR004 - FI Approval Report | 1     |
| Area 3 Marketing & S. man      | ZTR004 - FI Approval Report | 1     |
| Asset Officer                  | ZTR004 - FI Approval Report | 1     |
| Bank & Trade Finance Mana      | ZTR004 - FI Approval Report | 1     |
| Bank Rels. Officer & Cash      | ZTR004 - FI Approval Report | 1     |
| Binungan Mine Operation A      | ZTR004 - FI Approval Report | 1     |
| Budget & Control Supervis      | ZTR004 - FI Approval Report | 1     |
| Budget Officer                 | ZTR004 - FI Approval Report | 1     |
| Building & General Asset       | ZTR004 - FI Approval Report | 1     |
| Business Analyst Manager       | ZTR004 - FI Approval Report | 1     |
| Cash Management Administration | ZTR004 - FI Approval Report | 1     |
| Cash Management Officer        | ZTR004 - FI Approval Report | 1     |
| Claim & Compensation Admi      | ZTR004 - FI Approval Report | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| Coal Handling Inf. Dev. &       | ZTR004 - FI Approval Report | 1     |
| Coal Mining Dept. Head          | ZTR004 - FI Approval Report | 1     |
| ComDev Admin & Logistic         | ZTR004 - FI Approval Report | 1     |
| Commuication & Relation Officer | ZTR004 - FI Approval Report | 1     |
| Community Rel Admin Suppo       | ZTR004 - FI Approval Report | 1     |
| Comp.Benefit Admin              | ZTR004 - FI Approval Report | 1     |
| Comp.Benefit HR Berau Off       | ZTR004 - FI Approval Report | 1     |
| Comp.Benefit HR Berau Sup       | ZTR004 - FI Approval Report | 1     |
| Compensation & Benefits A       | ZTR004 - FI Approval Report | 1     |
| Contract & Doc. Control O       | ZTR004 - FI Approval Report | 1     |
| Contract Management Engin       | ZTR004 - FI Approval Report | 1     |
| Corporate Affair Manager        | ZTR004 - FI Approval Report | 1     |
| Corporate Affairs Officer       | ZTR004 - FI Approval Report | 1     |
| Corporate Communication G       | ZTR004 - FI Approval Report | 1     |
| Corporate Legal Manager         | ZTR004 - FI Approval Report | 1     |
| Corporate Legal Senior Ma       | ZTR004 - FI Approval Report | 1     |
| Corporate Secretary Manag       | ZTR004 - FI Approval Report | 1     |
| Corporate Support Senior        | ZTR004 - FI Approval Report | 1     |
| Cost Estimator & Control        | ZTR004 - FI Approval Report | 1     |
| CPP & Hauling Road Superv       | ZTR004 - FI Approval Report | 1     |
| CPP Superintendent              | ZTR004 - FI Approval Report | 1     |
| CPP Supervisor                  | ZTR004 - FI Approval Report | 1     |
| Crewing Officer                 | ZTR004 - FI Approval Report | 1     |
| Default position                | ZTR004 - FI Approval Report | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Elect. P & C Engineer     | ZTR004 - FI Approval Report | 1     |
| Electrical Supervisor     | ZTR004 - FI Approval Report | 1     |
| EMS Area 1 Manager        | ZTR004 - FI Approval Report | 1     |
| Energy Management Serv. G | ZTR004 - FI Approval Report | 1     |
| Engineering Manager       | ZTR004 - FI Approval Report | 1     |
| Environment Manager       | ZTR004 - FI Approval Report | 1     |
| ER & LM Admin Officer     | ZTR004 - FI Approval Report | 1     |
| ER & OHSE Training Manage | ZTR004 - FI Approval Report | 1     |
| Executive Secretary       | ZTR004 - FI Approval Report | 1     |
| External Auditor          | ZTR004 - FI Approval Report | 1     |
| External Relation & Land  | ZTR004 - FI Approval Report | 1     |
| External SAP Consultant   | ZTR004 - FI Approval Report | 1     |
| Finacial Accounting Staff | ZTR004 - FI Approval Report | 1     |
| Finance & Adm General Man | ZTR004 - FI Approval Report | 1     |
| Finance Admin             | ZTR004 - FI Approval Report | 1     |
| Finance Analyst           | ZTR004 - FI Approval Report | 1     |
| Finance Deputy Director   | ZTR004 - FI Approval Report | 1     |
| Finance Rep. & Analyst Ma | ZTR004 - FI Approval Report | 1     |
| Finance Reporting Officer | ZTR004 - FI Approval Report | 1     |
| Financial & Accounting Su | ZTR004 - FI Approval Report | 1     |
| Financial Accounting Bera | ZTR004 - FI Approval Report | 1     |
| Financial Accounting Jaka | ZTR004 - FI Approval Report | 1     |
| Financial Control Departm | ZTR004 - FI Approval Report | 1     |
| Financial Reporting Manag | ZTR004 - FI Approval Report | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Financial Reporting Offic | ZTR004 - FI Approval Report | 1     |
| Financial Reporting Senio | ZTR004 - FI Approval Report | 1     |
| Financial Reporting Super | ZTR004 - FI Approval Report | 1     |
| GA Admin                  | ZTR004 - FI Approval Report | 1     |
| GA Officer                | ZTR004 - FI Approval Report | 1     |
| GA Service Supervisor     | ZTR004 - FI Approval Report | 1     |
| GA Staff JKT              | ZTR004 - FI Approval Report | 1     |
| GA Supervisor             | ZTR004 - FI Approval Report | 1     |
| Gen. Accounting Superviso | ZTR004 - FI Approval Report | 1     |
| Gen. Service & Logistic G | ZTR004 - FI Approval Report | 1     |
| General Affair Berau Supe | ZTR004 - FI Approval Report | 1     |
| General Affair Manager    | ZTR004 - FI Approval Report | 1     |
| Geology & Exploration Man | ZTR004 - FI Approval Report | 1     |
| Geology & Exploration Sup | ZTR004 - FI Approval Report | 1     |
| Geotechnic & Hydrology Ma | ZTR004 - FI Approval Report | 1     |
| H.S.E General Manager     | ZTR004 - FI Approval Report | 1     |
| HO Support Service Superv | ZTR004 - FI Approval Report | 1     |
| HO Support Superintendent | ZTR004 - FI Approval Report | 1     |
| HR & GA Manager - JKT     | ZTR004 - FI Approval Report | 1     |
| HR Development Manager    | ZTR004 - FI Approval Report | 1     |
| HR System Support Officer | ZTR004 - FI Approval Report | 1     |
| HRGA General Manager      | ZTR004 - FI Approval Report | 1     |
| HSE General Admin         | ZTR004 - FI Approval Report | 1     |
| Industrial Relation Coord | ZTR004 - FI Approval Report | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Industrial Relation Offic | ZTR004 - FI Approval Report | 1     |
| Infrastructure Dev. Plan  | ZTR004 - FI Approval Report | 1     |
| Internal Audit            | ZTR004 - FI Approval Report | 1     |
| Internal Audit Manager    | ZTR004 - FI Approval Report | 1     |
| Internal Auditor          | ZTR004 - FI Approval Report | 1     |
| IR & Welfare Superintende | ZTR004 - FI Approval Report | 1     |
| IT & MIS General Manager  | ZTR004 - FI Approval Report | 1     |
| IT Manager                | ZTR004 - FI Approval Report | 1     |
| Land Acquisition & Manage | ZTR004 - FI Approval Report | 1     |
| Lati Mine Opertaion Manag | ZTR004 - FI Approval Report | 1     |
| Lati Port Supervisor      | ZTR004 - FI Approval Report | 1     |
| Legal & Compliance Admin  | ZTR004 - FI Approval Report | 1     |
| Legal Officer             | ZTR004 - FI Approval Report | 1     |
| LMO Admin Planner         | ZTR004 - FI Approval Report | 1     |
| Logistic GL               | ZTR004 - FI Approval Report | 1     |
| Logistic GL Parts         | ZTR004 - FI Approval Report | 1     |
| Logistic Manager          | ZTR004 - FI Approval Report | 1     |
| Logistic Officer          | ZTR004 - FI Approval Report | 1     |
| Logistic Section Head     | ZTR004 - FI Approval Report | 1     |
| Logistic Supervisor       | ZTR004 - FI Approval Report | 1     |
| Managerial Reporting Supe | ZTR004 - FI Approval Report | 1     |
| Marine Support Officer    | ZTR004 - FI Approval Report | 1     |
| Marketing & Transp. Admin | ZTR004 - FI Approval Report | 1     |
| Marketing & transp. Direc | ZTR004 - FI Approval Report | 1     |

| HR Position               | Code Matrix                 | Count |
|---------------------------|-----------------------------|-------|
| Marketing & transp.Deputy | ZTR004 - FI Approval Report | 1     |
| Marketing Support Officer | ZTR004 - FI Approval Report | 1     |
| Mech & Elect Superintende | ZTR004 - FI Approval Report | 1     |
| Mech. P & C Engineer      | ZTR004 - FI Approval Report | 1     |
| Mechanical Supervisor     | ZTR004 - FI Approval Report | 1     |
| MGM_REP                   | ZTR004 - FI Approval Report | 1     |
| Mgt Reporting & Budget Se | ZTR004 - FI Approval Report | 1     |
| Mine Closure Manager      | ZTR004 - FI Approval Report | 1     |
| Mine Contract Management  | ZTR004 - FI Approval Report | 1     |
| Mine Contract Mgmt & T.S  | ZTR004 - FI Approval Report | 1     |
| Mine Dev & Geology Genera | ZTR004 - FI Approval Report | 1     |
| Mine Plan & Control Manag | ZTR004 - FI Approval Report | 1     |
| Mine Superintendent       | ZTR004 - FI Approval Report | 1     |
| Mining General Manager    | ZTR004 - FI Approval Report | 1     |
| MIS Manager               | ZTR004 - FI Approval Report | 1     |
| O.H.S. Manager            | ZTR004 - FI Approval Report | 1     |
| Operation Deputy Director | ZTR004 - FI Approval Report | 1     |
| Operation Director        | ZTR004 - FI Approval Report | 1     |
| Operation Support Service | ZTR004 - FI Approval Report | 1     |
| P&C Superintendent        | ZTR004 - FI Approval Report | 1     |
| P. Quality & D. Control M | ZTR004 - FI Approval Report | 1     |
| Payment & Bank Reconsile  | ZTR004 - FI Approval Report | 1     |
| Payroll Admin             | ZTR004 - FI Approval Report | 1     |
| Payroll Officer           | ZTR004 - FI Approval Report | 1     |

| HR Position                     | Code Matrix                 | Count |
|---------------------------------|-----------------------------|-------|
| Planner Hauling BMO Plant       | ZTR004 - FI Approval Report | 1     |
| Planning & Design Eng.          | ZTR004 - FI Approval Report | 1     |
| Plant Administration Staff      | ZTR004 - FI Approval Report | 1     |
| Plant Maintenance Officer       | ZTR004 - FI Approval Report | 1     |
| Port & Barging Opt. Manag       | ZTR004 - FI Approval Report | 1     |
| Port Engineer                   | ZTR004 - FI Approval Report | 1     |
| PQDC Officer                    | ZTR004 - FI Approval Report | 1     |
| Prapatan Port Supervisor        | ZTR004 - FI Approval Report | 1     |
| President Director              | ZTR004 - FI Approval Report | 1     |
| Procurement Officer             | ZTR004 - FI Approval Report | 1     |
| Procurement Staff               | ZTR004 - FI Approval Report | 1     |
| Production Administration       | ZTR004 - FI Approval Report | 1     |
| Production Administration Staff | ZTR004 - FI Approval Report | 1     |
| Project Administration          | ZTR004 - FI Approval Report | 1     |
| Project Officer                 | ZTR004 - FI Approval Report | 1     |
| Purchasing Adm. Officer         | ZTR004 - FI Approval Report | 1     |
| Purchasing Manager              | ZTR004 - FI Approval Report | 1     |
| Purchasing Officer              | ZTR004 - FI Approval Report | 1     |
| QHSE System Compliance Ma       | ZTR004 - FI Approval Report | 1     |
| Recruit & Assessment Offi       | ZTR004 - FI Approval Report | 1     |
| Recruitment Officer             | ZTR004 - FI Approval Report | 1     |
| Rental Department Head          | ZTR004 - FI Approval Report | 1     |
| Risk Mgt. Compl. & Policy       | ZTR004 - FI Approval Report | 1     |
| Sambarata Mine Operation        | ZTR004 - FI Approval Report | 1     |

| HR Position                   | Code Matrix                 | Count |
|-------------------------------|-----------------------------|-------|
| Sambarata Port Supervisor     | ZTR004 - FI Approval Report | 1     |
| SAP Support                   | ZTR004 - FI Approval Report | 1     |
| Secretary Officer             | ZTR004 - FI Approval Report | 1     |
| Security Manager              | ZTR004 - FI Approval Report | 1     |
| Senior Instruktur             | ZTR004 - FI Approval Report | 1     |
| Shared Service Unit Gener     | ZTR004 - FI Approval Report | 1     |
| SHE Section Head              | ZTR004 - FI Approval Report | 1     |
| Shipment Admin Officer        | ZTR004 - FI Approval Report | 1     |
| Shipping Admin                | ZTR004 - FI Approval Report | 1     |
| Shipping Admin Officer        | ZTR004 - FI Approval Report | 1     |
| Shipping Administration Staff | ZTR004 - FI Approval Report | 1     |
| Shipping Legal                | ZTR004 - FI Approval Report | 1     |
| Shipping Manager              | ZTR004 - FI Approval Report | 1     |
| Suaran Port Supervisor        | ZTR004 - FI Approval Report | 1     |
| Support Administrator Off     | ZTR004 - FI Approval Report | 1     |
| Supporting Infr. Dev. Sup     | ZTR004 - FI Approval Report | 1     |
| Tax Manager                   | ZTR004 - FI Approval Report | 1     |
| Tax Officer                   | ZTR004 - FI Approval Report | 1     |
| Technical Service Manager     | ZTR004 - FI Approval Report | 1     |
| Tender Officer                | ZTR004 - FI Approval Report | 1     |
| Ticketing                     | ZTR004 - FI Approval Report | 1     |
| Trade Finance Admin.          | ZTR004 - FI Approval Report | 1     |
| Trade Finance Officer         | ZTR004 - FI Approval Report | 1     |
| Traffic & Admin Superinte     | ZTR004 - FI Approval Report | 1     |

| HR Position                    | Code Matrix                    | Count |
|--------------------------------|--------------------------------|-------|
| Transhipment Supervisor        | ZTR004 - FI Approval Report    | 1     |
| Transp. & Sales Adm. Gene      | ZTR004 - FI Approval Report    | 1     |
| Transport & Shipment Mana      | ZTR004 - FI Approval Report    | 1     |
| Transport Analyst              | ZTR004 - FI Approval Report    | 1     |
| Travelling & Claim Admin       | ZTR004 - FI Approval Report    | 1     |
| Treasury & Bangking Manag      | ZTR004 - FI Approval Report    | 1     |
| Treasury Administration        | ZTR004 - FI Approval Report    | 1     |
| Treasury General Manager       | ZTR004 - FI Approval Report    | 1     |
| Treasury Settlement Offic      | ZTR004 - FI Approval Report    | 1     |
| Treasury Superintendent        | ZTR004 - FI Approval Report    | 1     |
| Warehouse Crew                 | ZTR004 - FI Approval Report    | 1     |
| Welfare Admin Supervisor       | ZTR004 - FI Approval Report    | 1     |
| Accounting Officer             | ZTR005 - Upload Bank Statement | 1     |
| Bank & Trade Finance Mana      | ZTR005 - Upload Bank Statement | 1     |
| Bank Rels. Officer & Cash      | ZTR005 - Upload Bank Statement | 1     |
| Cash Management Administration | ZTR005 - Upload Bank Statement | 1     |
| Cash Management Officer        | ZTR005 - Upload Bank Statement | 1     |
| Finance & Adm General Man      | ZTR005 - Upload Bank Statement | 1     |
| Finance Admin                  | ZTR005 - Upload Bank Statement | 1     |
| Financial & Accounting Su      | ZTR005 - Upload Bank Statement | 1     |
| Financial Control Departm      | ZTR005 - Upload Bank Statement | 1     |
| President Director             | ZTR005 - Upload Bank Statement | 1     |
| SAP Support                    | ZTR005 - Upload Bank Statement | 1     |
| Trade Finance Admin.           | ZTR005 - Upload Bank Statement | 1     |

| HR Position                    | Code Matrix                                     | Count |
|--------------------------------|---|-------|
| Trade Finance Officer          | ZTR005 - Upload Bank Statement                  | 1     |
| Treasury & Bangking Manag      | ZTR005 - Upload Bank Statement                  | 1     |
| Treasury Administration        | ZTR005 - Upload Bank Statement                  | 1     |
| Treasury General Manager       | ZTR005 - Upload Bank Statement                  | 1     |
| Treasury Settlement Offic      | ZTR005 - Upload Bank Statement                  | 1     |
| Treasury Superintendent        | ZTR005 - Upload Bank Statement                  | 1     |
| Accounting Officer             | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Bank & Trade Finance Mana      | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Bank Rels. Officer & Cash      | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Cash Management Administration | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Cash Management Officer        | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| Finance & Adm General Man      | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Finance Admin                  | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Financial & Accounting Su      | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| Financial Control Departm      | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| President Director             | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| SAP Support                    | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| Trade Finance Admin.           | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| Trade Finance Officer          | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| Treasury & Bangking Manag      | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |
| Treasury Administration        | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Treasury General Manager       | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Treasury Settlement Offic      | ZTR006 - Start Workflow - Appv PARK<br>Outgoing | 1     |
| Treasury Superintendent        | ZTR006 - Start Workflow - Appv PARK Outgoing    | 1     |

| HR Position                    | Code Matrix                                   | Count |
|--------------------------------|---|-------|
| Accounting Officer             | ZTR007 - Change Park Outgoing Payment         | 1     |
| Bank & Trade Finance Mana      | ZTR007 - Change Park Outgoing Payment         | 1     |
| Bank Rels. Officer & Cash      | ZTR007 - Change Park Outgoing Payment         | 1     |
| Cash Management Administration | ZTR007 - Change Park Outgoing Payment         | 1     |
| Cash Management Officer        | ZTR007 - Change Park Outgoing Payment         | 1     |
| Finance & Adm General Man      | ZTR007 - Change Park Outgoing Payment         | 1     |
| Finance Admin                  | ZTR007 - Change Park Outgoing Payment         | 1     |
| Financial & Accounting Su      | ZTR007 - Change Park Outgoing Payment         | 1     |
| Financial Control Departm      | ZTR007 - Change Park Outgoing Payment         | 1     |
| HR & GA Manager - JKT          | ZTR007 - Change Park Outgoing Payment         | 1     |
| Payment & Bank Reconsile       | ZTR007 - Change Park Outgoing Payment         | 1     |
| Payroll Admin                  | ZTR007 - Change Park Outgoing Payment         | 1     |
| Payroll Officer                | ZTR007 - Change Park Outgoing Payment         | 1     |
| President Director             | ZTR007 - Change Park Outgoing Payment         | 1     |
| SAP Support                    | ZTR007 - Change Park Outgoing Payment         | 1     |
| Trade Finance Admin.           | ZTR007 - Change Park Outgoing Payment         | 1     |
| Trade Finance Officer          | ZTR007 - Change Park Outgoing Payment         | 1     |
| Treasury & Bangking Manag      | ZTR007 - Change Park Outgoing Payment         | 1     |
| Treasury Administration        | ZTR007 - Change Park Outgoing Payment         | 1     |
| Treasury General Manager       | ZTR007 - Change Park Outgoing Payment         | 1     |
| Treasury Settlement Offic      | ZTR007 - Change Park Outgoing Payment         | 1     |
| Treasury Superintendent        | ZTR007 - Change Park Outgoing Payment         | 1     |
| SAP Support                    | ZTR008 - Maintain Table<br>ZTR_LIV_APPR_WF    | 1     |
| Comp.Benefit HR Berau Off      | ZTR010 - Display Parked Outgoing Payment Item | 1     |

| HR Position                    | Code Matrix                                      | Count |
|--------------------------------|--|-------|
| Comp.Benefit HR Berau Sup      | ZTR010 - Display Parked Outgoing Payment Item    | 1     |
| GA Staff JKT                   | ZTR010 - Display Parked Outgoing Payment Item    | 1     |
| HR & GA Manager - JKT          | ZTR010 - Display Parked Outgoing<br>Payment Item | 1     |
| HR System Support Officer      | ZTR010 - Display Parked Outgoing Payment Item    | 1     |
| SAP Support                    | ZTR010 - Display Parked Outgoing Payment Item    | 1     |
| Accounting Officer             | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Bank & Trade Finance Mana      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Bank Rels. Officer & Cash      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Cash Management Administration | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Cash Management Officer        | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Finance & Adm General Man      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Finance Admin                  | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Financial & Accounting Su      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Financial Control Departm      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| President Director             | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Trade Finance Admin.           | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Trade Finance Officer          | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Treasury & Bangking Manag      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Treasury Administration        | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Treasury General Manager       | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Treasury Settlement Offic      | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Treasury Superintendent        | ZTR901 - Table Maintenance for Account Groups    | 1     |
| Accounting & Tax Officer       | ZTRE001 - Upload BI Rate                         | 1     |
| Accounting Manager             | ZTRE001 - Upload BI Rate                         | 1     |

| HR Position                    | Code Matrix              | Count |
|--------------------------------|--------------------------|-------|
| Accounting Officer             | ZTRE001 - Upload BI Rate | 1     |
| Administration Staff           | ZTRE001 - Upload BI Rate | 1     |
| Bank & Trade Finance Mana      | ZTRE001 - Upload BI Rate | 1     |
| Bank Rels. Officer & Cash      | ZTRE001 - Upload BI Rate | 1     |
| Cash Management Administration | ZTRE001 - Upload BI Rate | 1     |
| Cash Management Officer        | ZTRE001 - Upload BI Rate | 1     |
| Default position               | ZTRE001 - Upload BI Rate | 1     |
| Finance & Adm General Man      | ZTRE001 - Upload BI Rate | 1     |
| Finance Admin                  | ZTRE001 - Upload BI Rate | 1     |
| Finance Rep. & Analyst Ma      | ZTRE001 - Upload BI Rate | 1     |
| Finance Reporting Officer      | ZTRE001 - Upload BI Rate | 1     |
| Financial & Accounting Su      | ZTRE001 - Upload BI Rate | 1     |
| Financial Control Departm      | ZTRE001 - Upload BI Rate | 1     |
| Financial Reporting Manag      | ZTRE001 - Upload BI Rate | 1     |
| Financial Reporting Offic      | ZTRE001 - Upload BI Rate | 1     |
| Financial Reporting Super      | ZTRE001 - Upload BI Rate | 1     |
| Tax Manager                    | ZTRE001 - Upload BI Rate | 1     |
| Tax Officer                    | ZTRE001 - Upload BI Rate | 1     |
| Trade Finance Admin.           | ZTRE001 - Upload BI Rate | 1     |
| Trade Finance Officer          | ZTRE001 - Upload BI Rate | 1     |
| Treasury & Bangking Manag      | ZTRE001 - Upload BI Rate | 1     |
| Treasury Administration        | ZTRE001 - Upload BI Rate | 1     |
| Treasury General Manager       | ZTRE001 - Upload BI Rate | 1     |
| Treasury Settlement Offic      | ZTRE001 - Upload BI Rate | 1     |

| HR Position                    | Code Matrix                                | Count |
|--------------------------------|--|-------|
| Treasury Superintendent        | ZTRE001 - Upload BI Rate                   | 1     |
| Accounting Officer             | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Bank & Trade Finance Mana      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Bank Rels. Officer & Cash      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Cash Management Administration | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Cash Management Officer        | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Finance & Adm General Man      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Finance Admin                  | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Financial & Accounting Su      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Financial Control Departm      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Trade Finance Admin.           | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Trade Finance Officer          | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Treasury & Bangking Manag      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Treasury Administration        | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Treasury General Manager       | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Treasury Settlement Offic      | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Treasury Superintendent        | ZTRE002 - Delete Bank Recon Buffer         | 1     |
| Accounting Officer             | ZTRF001 - Form Incoming Payment<br>Voucher | 1     |
| Bank & Trade Finance Mana      | ZTRF001 - Form Incoming Payment Voucher    | 1     |
| Bank Rels. Officer & Cash      | ZTRF001 - Form Incoming Payment Voucher    | 1     |
| Cash Management Administration | ZTRF001 - Form Incoming Payment Voucher    | 1     |
| Cash Management Officer        | ZTRF001 - Form Incoming Payment Voucher    | 1     |
| Finance & Adm General Man      | ZTRF001 - Form Incoming Payment Voucher    | 1     |
| Finance Admin                  | ZTRF001 - Form Incoming Payment Voucher    | 1     |

| HR Position                    | Code Matrix                             | Count |
|--------------------------------|---|-------|
| Financial & Accounting Su      | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Financial Control Departm      | ZTRF001 - Form Incoming Payment Voucher | 1     |
| HR & GA Manager - JKT          | ZTRF001 - Form Incoming Payment Voucher | 1     |
| SAP Support                    | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Trade Finance Admin.           | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Trade Finance Officer          | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Treasury & Bangking Manag      | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Treasury Administration        | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Treasury General Manager       | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Treasury Settlement Offic      | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Treasury Superintendent        | ZTRF001 - Form Incoming Payment Voucher | 1     |
| Accounting Officer             | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Bank & Trade Finance Mana      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Bank Rels. Officer & Cash      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Cash Management Administration | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Cash Management Officer        | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Comp.Benefit HR Berau Off      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Comp.Benefit HR Berau Sup      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| External Auditor               | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Finance & Adm General Man      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Finance Admin                  | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Finance Reporting Officer      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Financial & Accounting Su      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Financial Control Departm      | ZTRF002 - Form Outgoing Payment Voucher | 1     |

| HR Position                    | Code Matrix                             | Count |
|--------------------------------|---|-------|
| Financial Reporting Manag      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Financial Reporting Offic      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Financial Reporting Senio      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| GA Staff JKT                   | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| HR & GA Manager - JKT          | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| HR System Support Officer      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Internal Auditor               | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Payment & Bank Reconsile       | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Payroll Admin                  | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Payroll Officer                | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| SAP Support                    | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Trade Finance Admin.           | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Trade Finance Officer          | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Treasury & Bangking Manag      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Treasury Administration        | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Treasury General Manager       | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Treasury Settlement Offic      | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Treasury Superintendent        | ZTRF002 - Form Outgoing Payment Voucher | 1     |
| Accounting Officer             | ZTRF002_1 - Form Park Outgoing Payment  | 1     |
| Bank & Trade Finance Mana      | ZTRF002_1 - Form Park Outgoing Payment  | 1     |
| Bank Rels. Officer & Cash      | ZTRF002_1 - Form Park Outgoing Payment  | 1     |
| Cash Management Administration | ZTRF002_1 - Form Park Outgoing Payment  | 1     |
| Cash Management Officer        | ZTRF002_1 - Form Park Outgoing Payment  | 1     |
| Comp.Benefit Admin             | ZTRF002_1 - Form Park Outgoing Payment  | 1     |

| HR Position               | Code Matrix                            | Count |
|---------------------------|--|-------|
| Comp.Benefit HR Berau Off | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Comp.Benefit HR Berau Sup | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Finance & Adm General Man | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Finance Admin             | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Financial & Accounting Su | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Financial Control Departm | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| GA Staff JKT              | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| HR & GA Manager - JKT     | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| HR System Support Officer | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| HRGA General Manager      | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Payment & Bank Reconsile  | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Payroll Admin             | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Payroll Officer           | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| SAP Support               | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Trade Finance Admin.      | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Trade Finance Officer     | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Treasury & Bangking Manag | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Treasury Administration   | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Treasury General Manager  | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Treasury Settlement Offic | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Treasury Superintendent   | ZTRF002_1 - Form Park Outgoing Payment | 1     |
| Accounting Manager        | ZTRF003_1 - Form Vendor DP Request     | 1     |
| Accounting Officer        | ZTRF003_1 - Form Vendor DP Request     | 1     |
| Administration Staff      | ZTRF003_1 - Form Vendor DP Request     | 1     |

| HR Position                     | Code Matrix                        | Count |
|---------------------------------|------------------------------------|-------|
| AP & AR Control Superviso       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Bank & Trade Finance Mana       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Bank Rels. Officer & Cash       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Cash Management Administration  | ZTRF003_1 - Form Vendor DP Request | 1     |
| Claim & Compensation Admi       | ZTRF003_1 - Form Vendor DP Request | 1     |
| ComDev Admin & Logistic         | ZTRF003_1 - Form Vendor DP Request | 1     |
| Commuication & Relation Officer | ZTRF003_1 - Form Vendor DP Request | 1     |
| Community Rel Admin Suppo       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Corporate Affairs Officer       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Crewing Officer                 | ZTRF003_1 - Form Vendor DP Request | 1     |
| Default position                | ZTRF003_1 - Form Vendor DP Request | 1     |
| ER & LM Admin Officer           | ZTRF003_1 - Form Vendor DP Request | 1     |
| Executive Secretary             | ZTRF003_1 - Form Vendor DP Request | 1     |
| Finance Admin                   | ZTRF003_1 - Form Vendor DP Request | 1     |
| Finance Analyst                 | ZTRF003_1 - Form Vendor DP Request | 1     |
| Finance Rep. & Analyst Ma       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Finance Reporting Officer       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Financial & Accounting Su       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Financial Control Departm       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Financial Reporting Manag       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Financial Reporting Offic       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Financial Reporting Senio       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Financial Reporting Super       | ZTRF003_1 - Form Vendor DP Request | 1     |
| GA Officer                      | ZTRF003_1 - Form Vendor DP Request | 1     |

| HR Position               | Code Matrix                        | Count |
|---------------------------|------------------------------------|-------|
| GA Staff JKT              | ZTRF003_1 - Form Vendor DP Request | 1     |
| GA Supervisor             | ZTRF003_1 - Form Vendor DP Request | 1     |
| Geology & Exploration Sup | ZTRF003_1 - Form Vendor DP Request | 1     |
| HSE General Admin         | ZTRF003_1 - Form Vendor DP Request | 1     |
| Infrastructure Dev. Plan  | ZTRF003_1 - Form Vendor DP Request | 1     |
| Internal Audit            | ZTRF003_1 - Form Vendor DP Request | 1     |
| Lati Port Supervisor      | ZTRF003_1 - Form Vendor DP Request | 1     |
| Legal & Compliance Admin  | ZTRF003_1 - Form Vendor DP Request | 1     |
| Legal Officer             | ZTRF003_1 - Form Vendor DP Request | 1     |
| Marine Support Officer    | ZTRF003_1 - Form Vendor DP Request | 1     |
| Marketing & Transp. Admin | ZTRF003_1 - Form Vendor DP Request | 1     |
| Payment & Bank Reconsile  | ZTRF003_1 - Form Vendor DP Request | 1     |
| Payroll Admin             | ZTRF003_1 - Form Vendor DP Request | 1     |
| Planning & Design Eng.    | ZTRF003_1 - Form Vendor DP Request | 1     |
| Port Engineer             | ZTRF003_1 - Form Vendor DP Request | 1     |
| PQDC Officer              | ZTRF003_1 - Form Vendor DP Request | 1     |
| President Director        | ZTRF003_1 - Form Vendor DP Request | 1     |
| Procurement Officer       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Procurement Staff         | ZTRF003_1 - Form Vendor DP Request | 1     |
| Project Administration    | ZTRF003_1 - Form Vendor DP Request | 1     |
| Project Officer           | ZTRF003_1 - Form Vendor DP Request | 1     |
| Purchasing Officer        | ZTRF003_1 - Form Vendor DP Request | 1     |
| Recruit & Assessment Offi | ZTRF003_1 - Form Vendor DP Request | 1     |
| Sambarata Port Supervisor | ZTRF003_1 - Form Vendor DP Request | 1     |

| HR Position                    | Code Matrix                        | Count |
|--------------------------------|------------------------------------|-------|
| SAP Support                    | ZTRF003_1 - Form Vendor DP Request | 1     |
| Secretary Officer              | ZTRF003_1 - Form Vendor DP Request | 1     |
| Shipment Admin Officer         | ZTRF003_1 - Form Vendor DP Request | 1     |
| Shipping Admin                 | ZTRF003_1 - Form Vendor DP Request | 1     |
| Shipping Admin Officer         | ZTRF003_1 - Form Vendor DP Request | 1     |
| Shipping Administration Staff  | ZTRF003_1 - Form Vendor DP Request | 1     |
| Shipping Legal                 | ZTRF003_1 - Form Vendor DP Request | 1     |
| Suaran Port Supervisor         | ZTRF003_1 - Form Vendor DP Request | 1     |
| Support Administrator Off      | ZTRF003_1 - Form Vendor DP Request | 1     |
| Supporting Infr. Dev. Sup      | ZTRF003_1 - Form Vendor DP Request | 1     |
| Trade Finance Officer          | ZTRF003_1 - Form Vendor DP Request | 1     |
| Transhipment Supervisor        | ZTRF003_1 - Form Vendor DP Request | 1     |
| Transport Analyst              | ZTRF003_1 - Form Vendor DP Request | 1     |
| Travelling & Claim Admin       | ZTRF003_1 - Form Vendor DP Request | 1     |
| Treasury & Bangking Manag      | ZTRF003_1 - Form Vendor DP Request | 1     |
| Treasury Administration        | ZTRF003_1 - Form Vendor DP Request | 1     |
| Treasury Superintendent        | ZTRF003_1 - Form Vendor DP Request | 1     |
| Accounting Officer             | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Bank & Trade Finance Mana      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Bank Rels. Officer & Cash      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Cash Management Administration | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Cash Management Officer        | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Finance & Adm General Man      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Finance Admin                  | ZTRF003_2 - Form Vendor DP Voucher | 1     |

| HR Position                    | Code Matrix                        | Count |
|--------------------------------|------------------------------------|-------|
| Financial & Accounting Su      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Financial Control Departm      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Trade Finance Admin.           | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Trade Finance Officer          | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Treasury & Bangking Manag      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Treasury Administration        | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Treasury General Manager       | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Treasury Settlement Offic      | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Treasury Superintendent        | ZTRF003_2 - Form Vendor DP Voucher | 1     |
| Accounting Administrator       | ZTRR001 - Average BI Middle Rate   | 1     |
| Accounting Manager             | ZTRR001 - Average BI Middle Rate   | 1     |
| Accounting Officer             | ZTRR001 - Average BI Middle Rate   | 1     |
| Bank & Trade Finance Mana      | ZTRR001 - Average BI Middle Rate   | 1     |
| Bank Rels. Officer & Cash      | ZTRR001 - Average BI Middle Rate   | 1     |
| Budget & Control Supervis      | ZTRR001 - Average BI Middle Rate   | 1     |
| Budget Officer                 | ZTRR001 - Average BI Middle Rate   | 1     |
| Cash Management Administration | ZTRR001 - Average BI Middle Rate   | 1     |
| Cash Management Officer        | ZTRR001 - Average BI Middle Rate   | 1     |
| External Auditor               | ZTRR001 - Average BI Middle Rate   | 1     |
| Finance & Adm General Man      | ZTRR001 - Average BI Middle Rate   | 1     |
| Finance Admin                  | ZTRR001 - Average BI Middle Rate   | 1     |
| Finance Rep. & Analyst Ma      | ZTRR001 - Average BI Middle Rate   | 1     |
| Finance Reporting Officer      | ZTRR001 - Average BI Middle Rate   | 1     |
| Financial & Accounting Su      | ZTRR001 - Average BI Middle Rate   | 1     |

| HR Position               | Code Matrix                      | Count |
|---------------------------|----------------------------------|-------|
| Financial Control Departm | ZTRR001 - Average BI Middle Rate | 1     |
| Financial Reporting Manag | ZTRR001 - Average BI Middle Rate | 1     |
| Financial Reporting Offic | ZTRR001 - Average BI Middle Rate | 1     |
| Financial Reporting Senio | ZTRR001 - Average BI Middle Rate | 1     |
| Financial Reporting Super | ZTRR001 - Average BI Middle Rate | 1     |
| Gen. Accounting Superviso | ZTRR001 - Average BI Middle Rate | 1     |
| Internal Auditor          | ZTRR001 - Average BI Middle Rate | 1     |
| Managerial Reporting Supe | ZTRR001 - Average BI Middle Rate | 1     |
| Marine Support Officer    | ZTRR001 - Average BI Middle Rate | 1     |
| MGM_REP                   | ZTRR001 - Average BI Middle Rate | 1     |
| Port Engineer             | ZTRR001 - Average BI Middle Rate | 1     |
| PQDC Officer              | ZTRR001 - Average BI Middle Rate | 1     |
| SAP Support               | ZTRR001 - Average BI Middle Rate | 1     |
| Shipping Admin Officer    | ZTRR001 - Average BI Middle Rate | 1     |
| Trade Finance Admin.      | ZTRR001 - Average BI Middle Rate | 1     |
| Trade Finance Officer     | ZTRR001 - Average BI Middle Rate | 1     |
| Transhipment Supervisor   | ZTRR001 - Average BI Middle Rate | 1     |
| Treasury & Bangking Manag | ZTRR001 - Average BI Middle Rate | 1     |
| Treasury Administration   | ZTRR001 - Average BI Middle Rate | 1     |
| Treasury General Manager  | ZTRR001 - Average BI Middle Rate | 1     |
| Treasury Settlement Offic | ZTRR001 - Average BI Middle Rate | 1     |
| Treasury Superintendent   | ZTRR001 - Average BI Middle Rate | 1     |
| Accounting Officer        | ZTRR002 - House Bank List Report | 1     |
| Bank & Trade Finance Mana | ZTRR002 - House Bank List Report | 1     |

| HR Position                    | Code Matrix                         | Count |
|--------------------------------|-------------------------------------|-------|
| Bank Rels. Officer & Cash      | ZTRR002 - House Bank List Report    | 1     |
| Cash Management Administration | ZTRR002 - House Bank List Report    | 1     |
| Cash Management Officer        | ZTRR002 - House Bank List Report    | 1     |
| Finance & Adm General Man      | ZTRR002 - House Bank List Report    | 1     |
| Finance Admin                  | ZTRR002 - House Bank List Report    | 1     |
| Financial & Accounting Su      | ZTRR002 - House Bank List Report    | 1     |
| Financial Control Departm      | ZTRR002 - House Bank List Report    | 1     |
| SAP Support                    | ZTRR002 - House Bank List Report    | 1     |
| Trade Finance Admin.           | ZTRR002 - House Bank List Report    | 1     |
| Trade Finance Officer          | ZTRR002 - House Bank List Report    | 1     |
| Treasury & Bangking Manag      | ZTRR002 - House Bank List Report    | 1     |
| Treasury Administration        | ZTRR002 - House Bank List Report    | 1     |
| Treasury General Manager       | ZTRR002 - House Bank List Report    | 1     |
| Treasury Settlement Offic      | ZTRR002 - House Bank List Report    | 1     |
| Treasury Superintendent        | ZTRR002 - House Bank List Report    | 1     |
| Accounting Officer             | ZTRR005 - Petty Cash Balance Report | 1     |
| Bank & Trade Finance Mana      | ZTRR005 - Petty Cash Balance Report | 1     |
| Bank Rels. Officer & Cash      | ZTRR005 - Petty Cash Balance Report | 1     |
| Cash Management Administration | ZTRR005 - Petty Cash Balance Report | 1     |
| Cash Management Officer        | ZTRR005 - Petty Cash Balance Report | 1     |
| Finance & Adm General Man      | ZTRR005 - Petty Cash Balance Report | 1     |
| Finance Admin                  | ZTRR005 - Petty Cash Balance Report | 1     |
| Financial & Accounting Su      | ZTRR005 - Petty Cash Balance Report | 1     |
| Financial Control Departm      | ZTRR005 - Petty Cash Balance Report | 1     |

| HR Position               | Code Matrix                             | Count |
|---------------------------|---|-------|
| President Director        | ZTRR005 - Petty Cash Balance Report     | 1     |
| Trade Finance Admin.      | ZTRR005 - Petty Cash Balance Report     | 1     |
| Trade Finance Officer     | ZTRR005 - Petty Cash Balance Report     | 1     |
| Treasury & Bangking Manag | ZTRR005 - Petty Cash Balance Report     | 1     |
| Treasury Administration   | ZTRR005 - Petty Cash Balance Report     | 1     |
| Treasury General Manager  | ZTRR005 - Petty Cash Balance Report     | 1     |
| Treasury Settlement Offic | ZTRR005 - Petty Cash Balance Report     | 1     |
| Treasury Superintendent   | ZTRR005 - Petty Cash Balance Report     | 1     |
| SAP Support               | ZWF_LOG - Maintenance Table for ZWF_LOG | 1     |
| Account Officer           | ZWF_REPORT - Workflow Report            | 1     |
| Account Receivable Office | ZWF_REPORT - Workflow Report            | 1     |
| Accounting & Tax Officer  | ZWF_REPORT - Workflow Report            | 1     |
| Accounting Administrator  | ZWF_REPORT - Workflow Report            | 1     |
| Accounting Manager        | ZWF_REPORT - Workflow Report            | 1     |
| Accounting Officer        | ZWF_REPORT - Workflow Report            | 1     |
| Admin & Data Processing S | ZWF_REPORT - Workflow Report            | 1     |
| Admin Doc. Filling        | ZWF_REPORT - Workflow Report            | 1     |
| Administration Staff      | ZWF_REPORT - Workflow Report            | 1     |
| AP & AR Control Superviso | ZWF_REPORT - Workflow Report            | 1     |
| AP Control Manager        | ZWF_REPORT - Workflow Report            | 1     |
| AP Control Superintendent | ZWF_REPORT - Workflow Report            | 1     |
| AP Controller             | ZWF_REPORT - Workflow Report            | 1     |
| AP Officer                | ZWF_REPORT - Workflow Report            | 1     |
| AR Control Manager        | ZWF_REPORT - Workflow Report            | 1     |

| HR Position                     | Code Matrix                  | Count |
|---------------------------------|------------------------------|-------|
| AR Control Superintendent       | ZWF_REPORT - Workflow Report | 1     |
| AR NON Trade Control Serv       | ZWF_REPORT - Workflow Report | 1     |
| AR Officer                      | ZWF_REPORT - Workflow Report | 1     |
| AR Trade Control Service        | ZWF_REPORT - Workflow Report | 1     |
| Area 1 Marketing & S. man       | ZWF_REPORT - Workflow Report | 1     |
| Area 2 Marketing & S. man       | ZWF_REPORT - Workflow Report | 1     |
| Area 3 Marketing & S. man       | ZWF_REPORT - Workflow Report | 1     |
| Asset Officer                   | ZWF_REPORT - Workflow Report | 1     |
| Bank & Trade Finance Mana       | ZWF_REPORT - Workflow Report | 1     |
| Bank Rels. Officer & Cash       | ZWF_REPORT - Workflow Report | 1     |
| Binungan Mine Operation A       | ZWF_REPORT - Workflow Report | 1     |
| Budget & Control Supervis       | ZWF_REPORT - Workflow Report | 1     |
| Budget Officer                  | ZWF_REPORT - Workflow Report | 1     |
| Building & General Asset        | ZWF_REPORT - Workflow Report | 1     |
| Business Analyst Manager        | ZWF_REPORT - Workflow Report | 1     |
| Cash Management Administration  | ZWF_REPORT - Workflow Report | 1     |
| Cash Management Officer         | ZWF_REPORT - Workflow Report | 1     |
| Claim & Compensation Admi       | ZWF_REPORT - Workflow Report | 1     |
| Coal Handling Inf. Dev. &       | ZWF_REPORT - Workflow Report | 1     |
| Coal Mining Dept. Head          | ZWF_REPORT - Workflow Report | 1     |
| ComDev Admin & Logistic         | ZWF_REPORT - Workflow Report | 1     |
| Commuication & Relation Officer | ZWF_REPORT - Workflow Report | 1     |
| Community Rel Admin Suppo       | ZWF_REPORT - Workflow Report | 1     |
| Comp.Benefit Admin              | ZWF_REPORT - Workflow Report | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| Comp.Benefit HR Berau Off | ZWF_REPORT - Workflow Report | 1     |
| Comp.Benefit HR Berau Sup | ZWF_REPORT - Workflow Report | 1     |
| Compensation & Benefits A | ZWF_REPORT - Workflow Report | 1     |
| Contract & Doc. Control O | ZWF_REPORT - Workflow Report | 1     |
| Contract Management Engin | ZWF_REPORT - Workflow Report | 1     |
| Corporate Affair Manager  | ZWF_REPORT - Workflow Report | 1     |
| Corporate Affairs Officer | ZWF_REPORT - Workflow Report | 1     |
| Corporate Communication G | ZWF_REPORT - Workflow Report | 1     |
| Corporate Legal Manager   | ZWF_REPORT - Workflow Report | 1     |
| Corporate Legal Senior Ma | ZWF_REPORT - Workflow Report | 1     |
| Corporate Secretary Manag | ZWF_REPORT - Workflow Report | 1     |
| Corporate Support Senior  | ZWF_REPORT - Workflow Report | 1     |
| Cost Estimator & Control  | ZWF_REPORT - Workflow Report | 1     |
| CPP & Hauling Road Superv | ZWF_REPORT - Workflow Report | 1     |
| CPP Superintendent        | ZWF_REPORT - Workflow Report | 1     |
| CPP Supervisor            | ZWF_REPORT - Workflow Report | 1     |
| Crewing Officer           | ZWF_REPORT - Workflow Report | 1     |
| Default position          | ZWF_REPORT - Workflow Report | 1     |
| Elect. P & C Engineer     | ZWF_REPORT - Workflow Report | 1     |
| Electrical Supervisor     | ZWF_REPORT - Workflow Report | 1     |
| EMS Area 1 Manager        | ZWF_REPORT - Workflow Report | 1     |
| Energy Management Serv. G | ZWF_REPORT - Workflow Report | 1     |
| Engineering Manager       | ZWF_REPORT - Workflow Report | 1     |
| Environment Manager       | ZWF_REPORT - Workflow Report | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| ER & LM Admin Officer     | ZWF_REPORT - Workflow Report | 1     |
| ER & OHSE Training Manage | ZWF_REPORT - Workflow Report | 1     |
| Executive Secretary       | ZWF_REPORT - Workflow Report | 1     |
| External Auditor          | ZWF_REPORT - Workflow Report | 1     |
| External Relation & Land  | ZWF_REPORT - Workflow Report | 1     |
| External SAP Consultant   | ZWF_REPORT - Workflow Report | 1     |
| Finacial Accounting Staff | ZWF_REPORT - Workflow Report | 1     |
| Finance & Adm General Man | ZWF_REPORT - Workflow Report | 1     |
| Finance Admin             | ZWF_REPORT - Workflow Report | 1     |
| Finance Analyst           | ZWF_REPORT - Workflow Report | 1     |
| Finance Deputy Director   | ZWF_REPORT - Workflow Report | 1     |
| Finance Rep. & Analyst Ma | ZWF_REPORT - Workflow Report | 1     |
| Finance Reporting Officer | ZWF_REPORT - Workflow Report | 1     |
| Financial & Accounting Su | ZWF_REPORT - Workflow Report | 1     |
| Financial Accounting Bera | ZWF_REPORT - Workflow Report | 1     |
| Financial Accounting Jaka | ZWF_REPORT - Workflow Report | 1     |
| Financial Control Departm | ZWF_REPORT - Workflow Report | 1     |
| Financial Reporting Manag | ZWF_REPORT - Workflow Report | 1     |
| Financial Reporting Offic | ZWF_REPORT - Workflow Report | 1     |
| Financial Reporting Senio | ZWF_REPORT - Workflow Report | 1     |
| Financial Reporting Super | ZWF_REPORT - Workflow Report | 1     |
| GA Admin                  | ZWF_REPORT - Workflow Report | 1     |
| GA Officer                | ZWF_REPORT - Workflow Report | 1     |
| GA Service Supervisor     | ZWF_REPORT - Workflow Report | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| GA Staff JKT              | ZWF_REPORT - Workflow Report | 1     |
| GA Supervisor             | ZWF_REPORT - Workflow Report | 1     |
| Gen. Accounting Superviso | ZWF_REPORT - Workflow Report | 1     |
| Gen. Service & Logistic G | ZWF_REPORT - Workflow Report | 1     |
| General Affair Berau Supe | ZWF_REPORT - Workflow Report | 1     |
| General Affair Manager    | ZWF_REPORT - Workflow Report | 1     |
| Geology & Exploration Man | ZWF_REPORT - Workflow Report | 1     |
| Geology & Exploration Sup | ZWF_REPORT - Workflow Report | 1     |
| Geotechnic & Hydrology Ma | ZWF_REPORT - Workflow Report | 1     |
| H.S.E General Manager     | ZWF_REPORT - Workflow Report | 1     |
| HO Support Service Superv | ZWF_REPORT - Workflow Report | 1     |
| HO Support Superintendent | ZWF_REPORT - Workflow Report | 1     |
| HR & GA Manager - JKT     | ZWF_REPORT - Workflow Report | 1     |
| HR Development Manager    | ZWF_REPORT - Workflow Report | 1     |
| HR System Support Officer | ZWF_REPORT - Workflow Report | 1     |
| HRGA General Manager      | ZWF_REPORT - Workflow Report | 1     |
| HSE General Admin         | ZWF_REPORT - Workflow Report | 1     |
| Industrial Relation Coord | ZWF_REPORT - Workflow Report | 1     |
| Industrial Relation Offic | ZWF_REPORT - Workflow Report | 1     |
| Infrastructure Dev. Plan  | ZWF_REPORT - Workflow Report | 1     |
| Internal Audit            | ZWF_REPORT - Workflow Report | 1     |
| Internal Audit Manager    | ZWF_REPORT - Workflow Report | 1     |
| Internal Auditor          | ZWF_REPORT - Workflow Report | 1     |
| IR & Welfare Superintende | ZWF_REPORT - Workflow Report | 1     |

| HR Position               | Code Matrix                  | Count |
|---------------------------|------------------------------|-------|
| IT & MIS General Manager  | ZWF_REPORT - Workflow Report | 1     |
| IT Manager                | ZWF_REPORT - Workflow Report | 1     |
| Land Acquisition & Manage | ZWF_REPORT - Workflow Report | 1     |
| Lati Mine Opertaion Manag | ZWF_REPORT - Workflow Report | 1     |
| Lati Port Supervisor      | ZWF_REPORT - Workflow Report | 1     |
| Legal & Compliance Admin  | ZWF_REPORT - Workflow Report | 1     |
| Legal Officer             | ZWF_REPORT - Workflow Report | 1     |
| LMO Admin Planner         | ZWF_REPORT - Workflow Report | 1     |
| Logistic GL               | ZWF_REPORT - Workflow Report | 1     |
| Logistic GL Parts         | ZWF_REPORT - Workflow Report | 1     |
| Logistic Manager          | ZWF_REPORT - Workflow Report | 1     |
| Logistic Officer          | ZWF_REPORT - Workflow Report | 1     |
| Logistic Section Head     | ZWF_REPORT - Workflow Report | 1     |
| Logistic Supervisor       | ZWF_REPORT - Workflow Report | 1     |
| Managerial Reporting Supe | ZWF_REPORT - Workflow Report | 1     |
| Marine Support Officer    | ZWF_REPORT - Workflow Report | 1     |
| Marketing & Transp. Admin | ZWF_REPORT - Workflow Report | 1     |
| Marketing & transp. Direc | ZWF_REPORT - Workflow Report | 1     |
| Marketing & transp.Deputy | ZWF_REPORT - Workflow Report | 1     |
| Marketing Support Officer | ZWF_REPORT - Workflow Report | 1     |
| Mech & Elect Superintende | ZWF_REPORT - Workflow Report | 1     |
| Mech. P & C Engineer      | ZWF_REPORT - Workflow Report | 1     |
| Mechanical Supervisor     | ZWF_REPORT - Workflow Report | 1     |
| MGM_REP                   | ZWF_REPORT - Workflow Report | 1     |

| HR Position                | Code Matrix                  | Count |
|----------------------------|------------------------------|-------|
| Mgt Reporting & Budget Se  | ZWF_REPORT - Workflow Report | 1     |
| Mine Closure Manager       | ZWF_REPORT - Workflow Report | 1     |
| Mine Contract Management   | ZWF_REPORT - Workflow Report | 1     |
| Mine Contract Mgmt & T.S   | ZWF_REPORT - Workflow Report | 1     |
| Mine Dev & Geology Genera  | ZWF_REPORT - Workflow Report | 1     |
| Mine Plan & Control Manag  | ZWF_REPORT - Workflow Report | 1     |
| Mine Superintendent        | ZWF_REPORT - Workflow Report | 1     |
| Mining General Manager     | ZWF_REPORT - Workflow Report | 1     |
| MIS Manager                | ZWF_REPORT - Workflow Report | 1     |
| O.H.S. Manager             | ZWF_REPORT - Workflow Report | 1     |
| Operation Deputy Director  | ZWF_REPORT - Workflow Report | 1     |
| Operation Director         | ZWF_REPORT - Workflow Report | 1     |
| Operation Support Service  | ZWF_REPORT - Workflow Report | 1     |
| P&C Superintendent         | ZWF_REPORT - Workflow Report | 1     |
| P. Quality & D. Control M  | ZWF_REPORT - Workflow Report | 1     |
| Payment & Bank Reconsile   | ZWF_REPORT - Workflow Report | 1     |
| Payroll Admin              | ZWF_REPORT - Workflow Report | 1     |
| Payroll Officer            | ZWF_REPORT - Workflow Report | 1     |
| Planner Hauling BMO Plant  | ZWF_REPORT - Workflow Report | 1     |
| Planning & Design Eng.     | ZWF_REPORT - Workflow Report | 1     |
| Plant Administration Staff | ZWF_REPORT - Workflow Report | 1     |
| Plant Maintenance Officer  | ZWF_REPORT - Workflow Report | 1     |
| Port & Barging Opt. Manag  | ZWF_REPORT - Workflow Report | 1     |
| Port Engineer              | ZWF_REPORT - Workflow Report | 1     |

| HR Position                     | Code Matrix                  | Count |
|---------------------------------|------------------------------|-------|
| PQDC Officer                    | ZWF_REPORT - Workflow Report | 1     |
| Prapatan Port Supervisor        | ZWF_REPORT - Workflow Report | 1     |
| President Director              | ZWF_REPORT - Workflow Report | 1     |
| Procurement Officer             | ZWF_REPORT - Workflow Report | 1     |
| Procurement Staff               | ZWF_REPORT - Workflow Report | 1     |
| Production Administration       | ZWF_REPORT - Workflow Report | 1     |
| Production Administration Staff | ZWF_REPORT - Workflow Report | 1     |
| Project Administration          | ZWF_REPORT - Workflow Report | 1     |
| Project Officer                 | ZWF_REPORT - Workflow Report | 1     |
| Purchasing Adm. Officer         | ZWF_REPORT - Workflow Report | 1     |
| Purchasing Manager              | ZWF_REPORT - Workflow Report | 1     |
| Purchasing Officer              | ZWF_REPORT - Workflow Report | 1     |
| QHSE System Compliance Ma       | ZWF_REPORT - Workflow Report | 1     |
| Recruit & Assessment Offi       | ZWF_REPORT - Workflow Report | 1     |
| Recruitment Officer             | ZWF_REPORT - Workflow Report | 1     |
| Rental Department Head          | ZWF_REPORT - Workflow Report | 1     |
| Risk Mgt. Compl. & Policy       | ZWF_REPORT - Workflow Report | 1     |
| Sambarata Mine Operation        | ZWF_REPORT - Workflow Report | 1     |
| Sambarata Port Supervisor       | ZWF_REPORT - Workflow Report | 1     |
| SAP Support                     | ZWF_REPORT - Workflow Report | 1     |
| Secretary Officer               | ZWF_REPORT - Workflow Report | 1     |
| Security Manager                | ZWF_REPORT - Workflow Report | 1     |
| Senior Instruktur               | ZWF_REPORT - Workflow Report | 1     |
| Shared Service Unit Gener       | ZWF_REPORT - Workflow Report | 1     |

| HR Position                   | Code Matrix                  | Count |
|-------------------------------|------------------------------|-------|
| SHE Section Head              | ZWF_REPORT - Workflow Report | 1     |
| Shipment Admin Officer        | ZWF_REPORT - Workflow Report | 1     |
| Shipping Admin                | ZWF_REPORT - Workflow Report | 1     |
| Shipping Admin Officer        | ZWF_REPORT - Workflow Report | 1     |
| Shipping Administration Staff | ZWF_REPORT - Workflow Report | 1     |
| Shipping Legal                | ZWF_REPORT - Workflow Report | 1     |
| Shipping Manager              | ZWF_REPORT - Workflow Report | 1     |
| Suaran Port Supervisor        | ZWF_REPORT - Workflow Report | 1     |
| Support Administrator Off     | ZWF_REPORT - Workflow Report | 1     |
| Supporting Infr. Dev. Sup     | ZWF_REPORT - Workflow Report | 1     |
| Tax Manager                   | ZWF_REPORT - Workflow Report | 1     |
| Tax Officer                   | ZWF_REPORT - Workflow Report | 1     |
| Technical Service Manager     | ZWF_REPORT - Workflow Report | 1     |
| Tender Officer                | ZWF_REPORT - Workflow Report | 1     |
| Ticketing                     | ZWF_REPORT - Workflow Report | 1     |
| Trade Finance Admin.          | ZWF_REPORT - Workflow Report | 1     |
| Trade Finance Officer         | ZWF_REPORT - Workflow Report | 1     |
| Traffic & Admin Superinte     | ZWF_REPORT - Workflow Report | 1     |
| Transhipment Supervisor       | ZWF_REPORT - Workflow Report | 1     |
| Transp. & Sales Adm. Gene     | ZWF_REPORT - Workflow Report | 1     |
| Transport & Shipment Mana     | ZWF_REPORT - Workflow Report | 1     |
| Transport Analyst             | ZWF_REPORT - Workflow Report | 1     |
| Travelling & Claim Admin      | ZWF_REPORT - Workflow Report | 1     |
| Treasury & Bangking Manag     | ZWF_REPORT - Workflow Report | 1     |

| HR Position               | Code Matrix                                     | Count |
|---------------------------|---|-------|
| Treasury Administration   | ZWF_REPORT - Workflow Report                    | 1     |
| Treasury General Manager  | ZWF_REPORT - Workflow Report                    | 1     |
| Treasury Settlement Offic | ZWF_REPORT - Workflow Report                    | 1     |
| Treasury Superintendent   | ZWF_REPORT - Workflow Report                    | 1     |
| Warehouse Crew            | ZWF_REPORT - Workflow Report                    | 1     |
| Welfare Admin Supervisor  | ZWF_REPORT - Workflow Report                    | 1     |
| SAP Support               | ZWF002 - Maintain Workflow<br>Definition/Amount | 1     |
| SAP Support               | ZWF003 - Maintain Workflow<br>Approval/User     | 1     |
| SAP Support               | ZWFE001_RUNTIME2 - LIV Runtime 2                | 1     |
| Finance Deputy Director   | ZXK04 - List of Vendor Changes                  | 1     |
| SAP Support               | ZXK04 - List of Vendor Changes                  | 1     |