

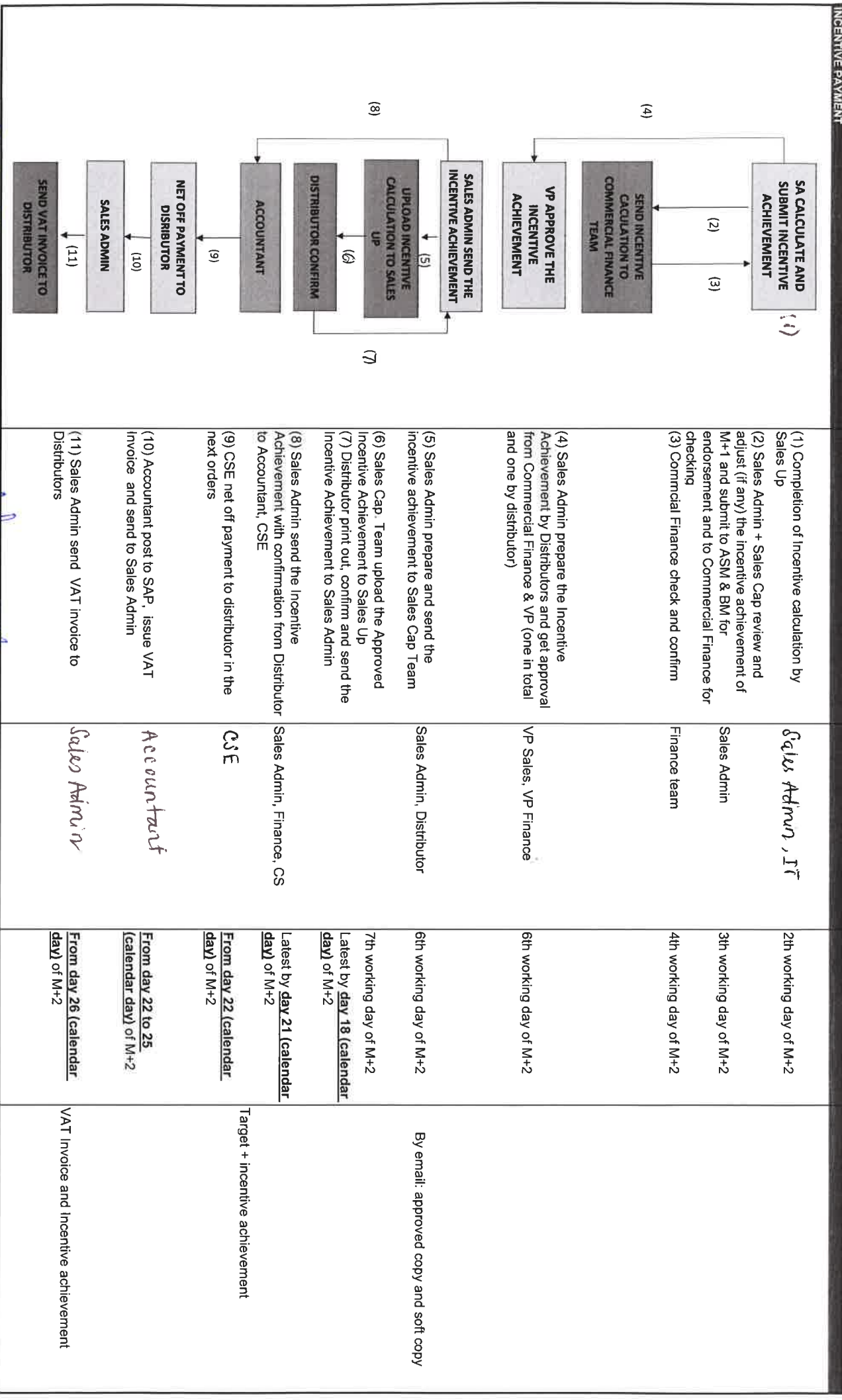
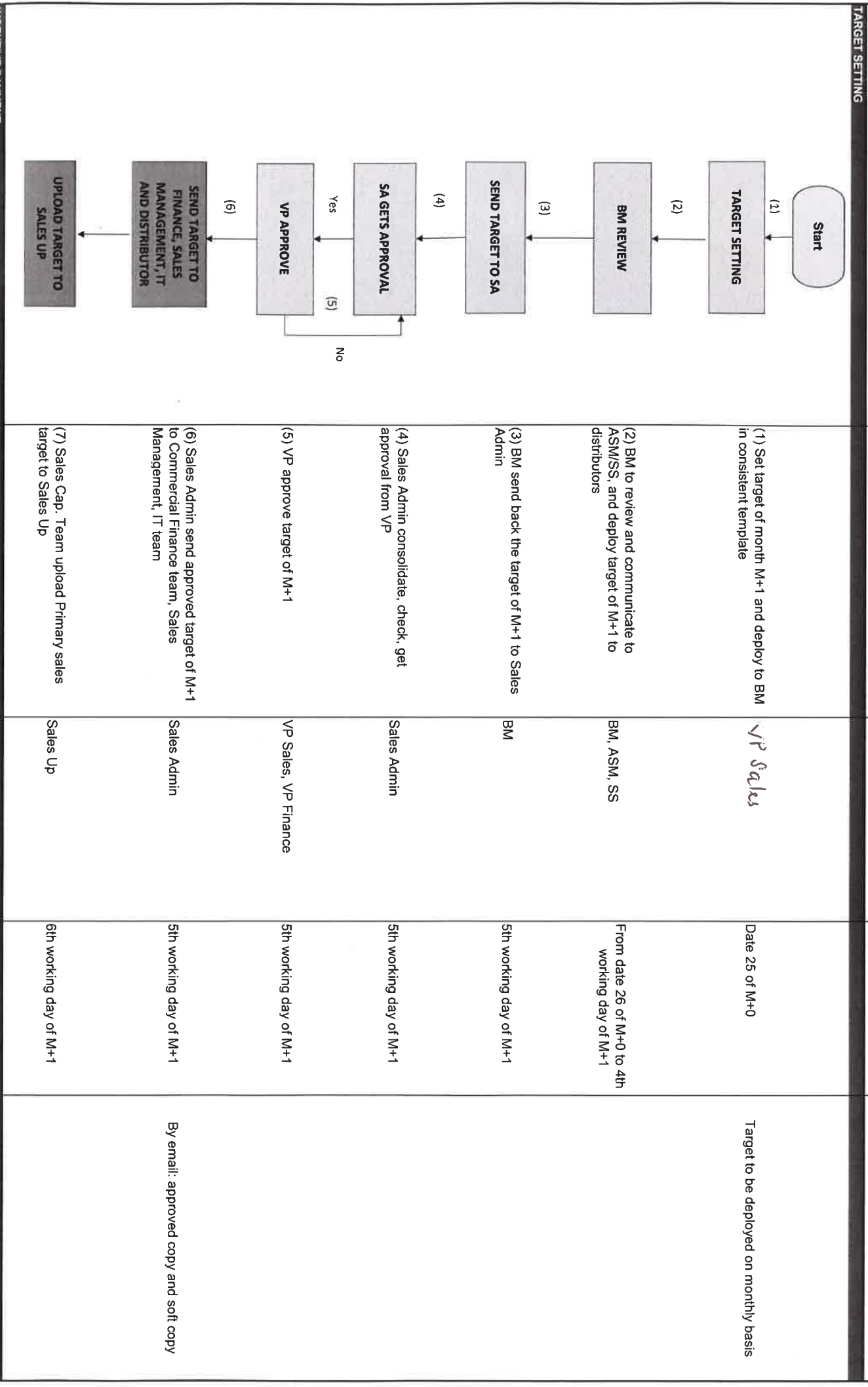
INCENTIVE PAYMENT PROCESS

Incentive payment to GT distributors

Date: 21 March 2016

Business process
Remark

Description	Person in charge	Time line	Notes
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Commercial Director	VP Finance	VP Sales	Chief Operating Officer