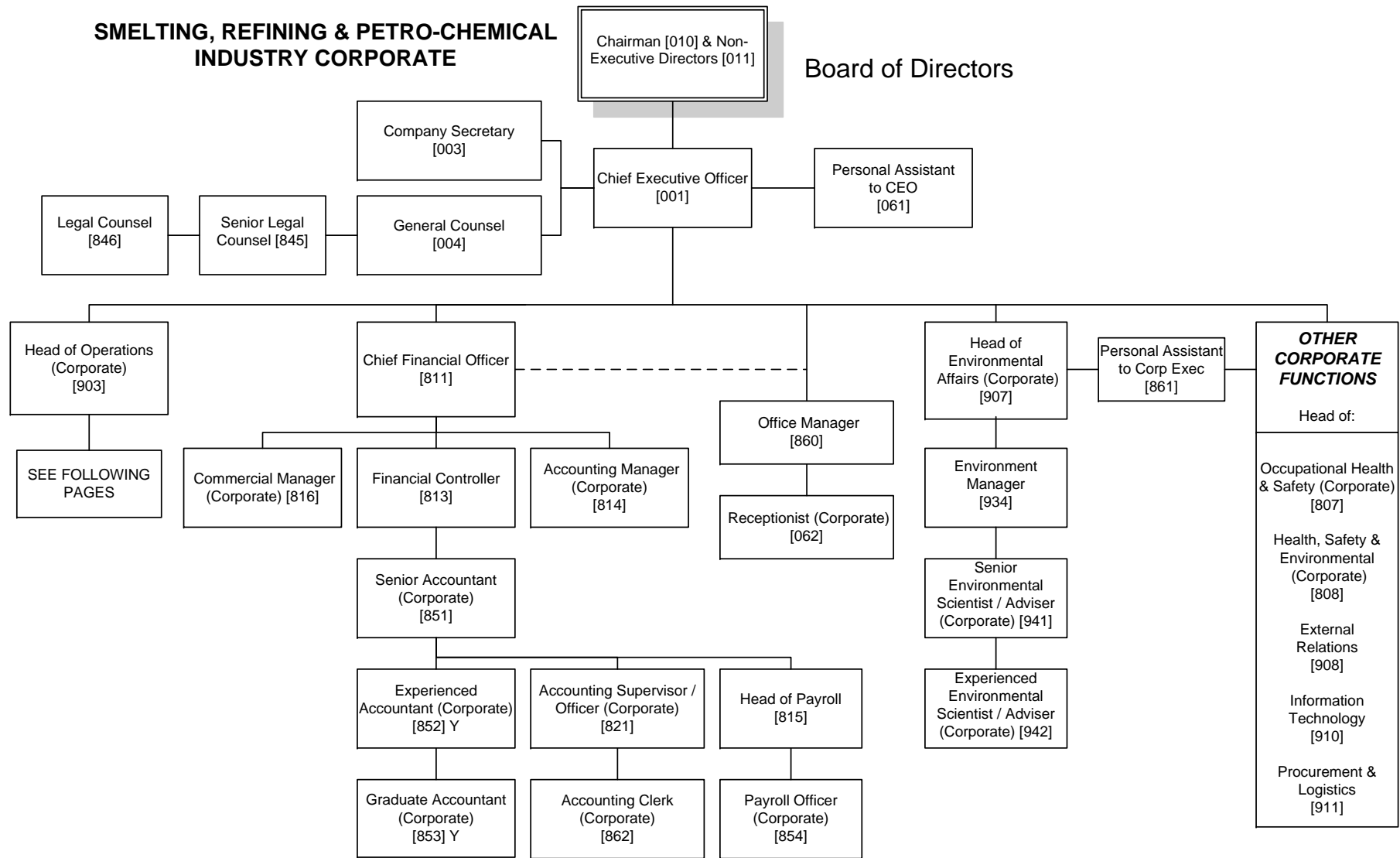
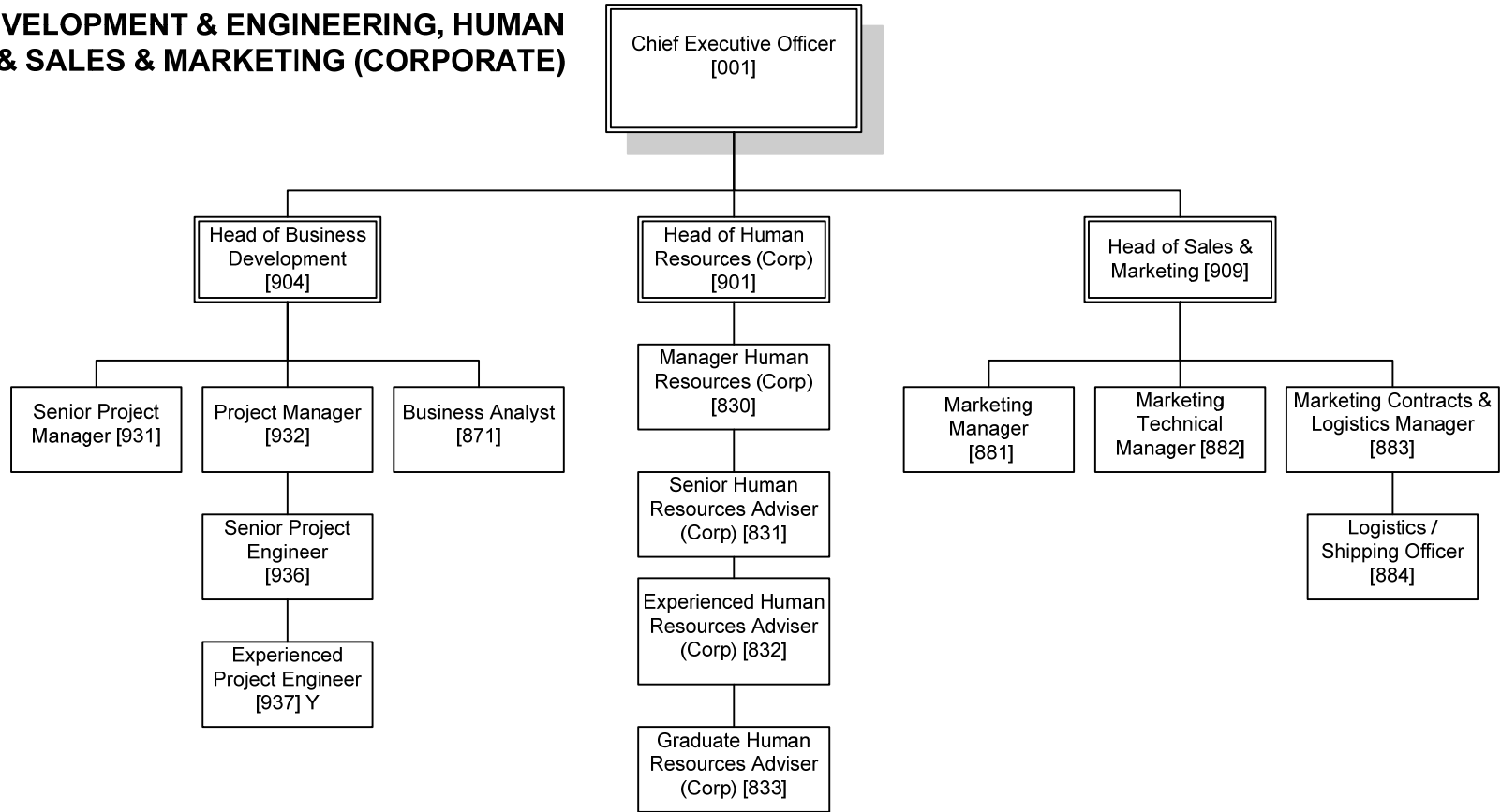


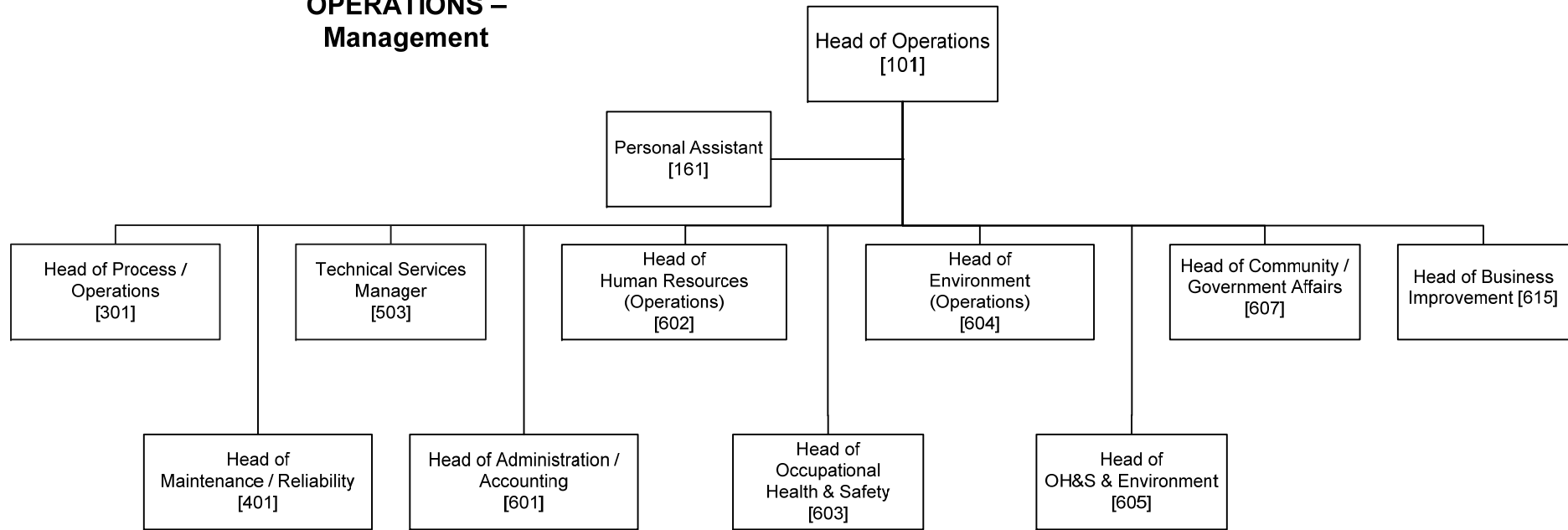
**SMELTING, REFINING & PETRO-CHEMICAL
INDUSTRY CORPORATE**



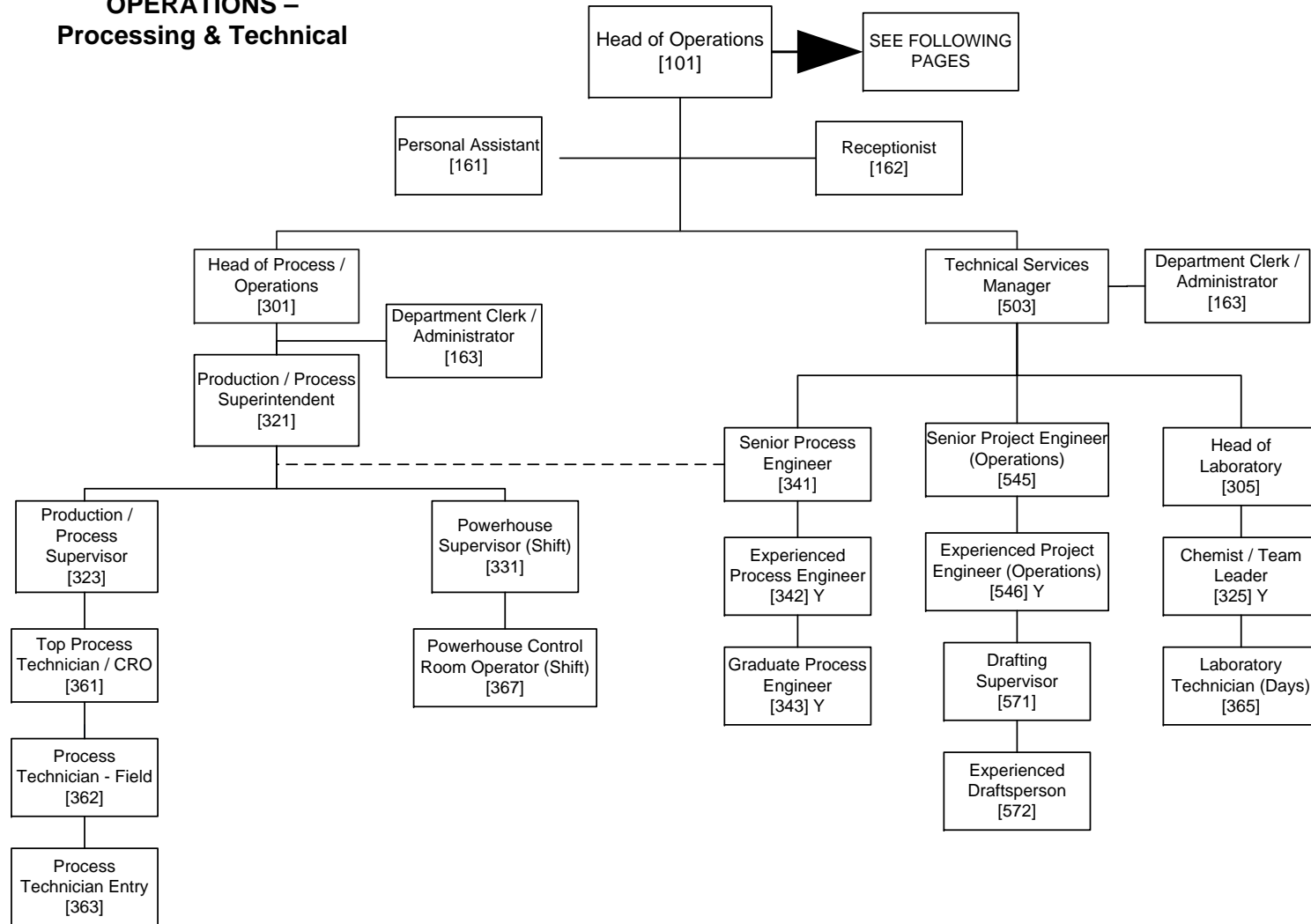
**SMELTING, REFINING & PETRO-CHEMICAL INDUSTRY
BUSINESS DEVELOPMENT & ENGINEERING, HUMAN
RESOURCES & SALES & MARKETING (CORPORATE)**



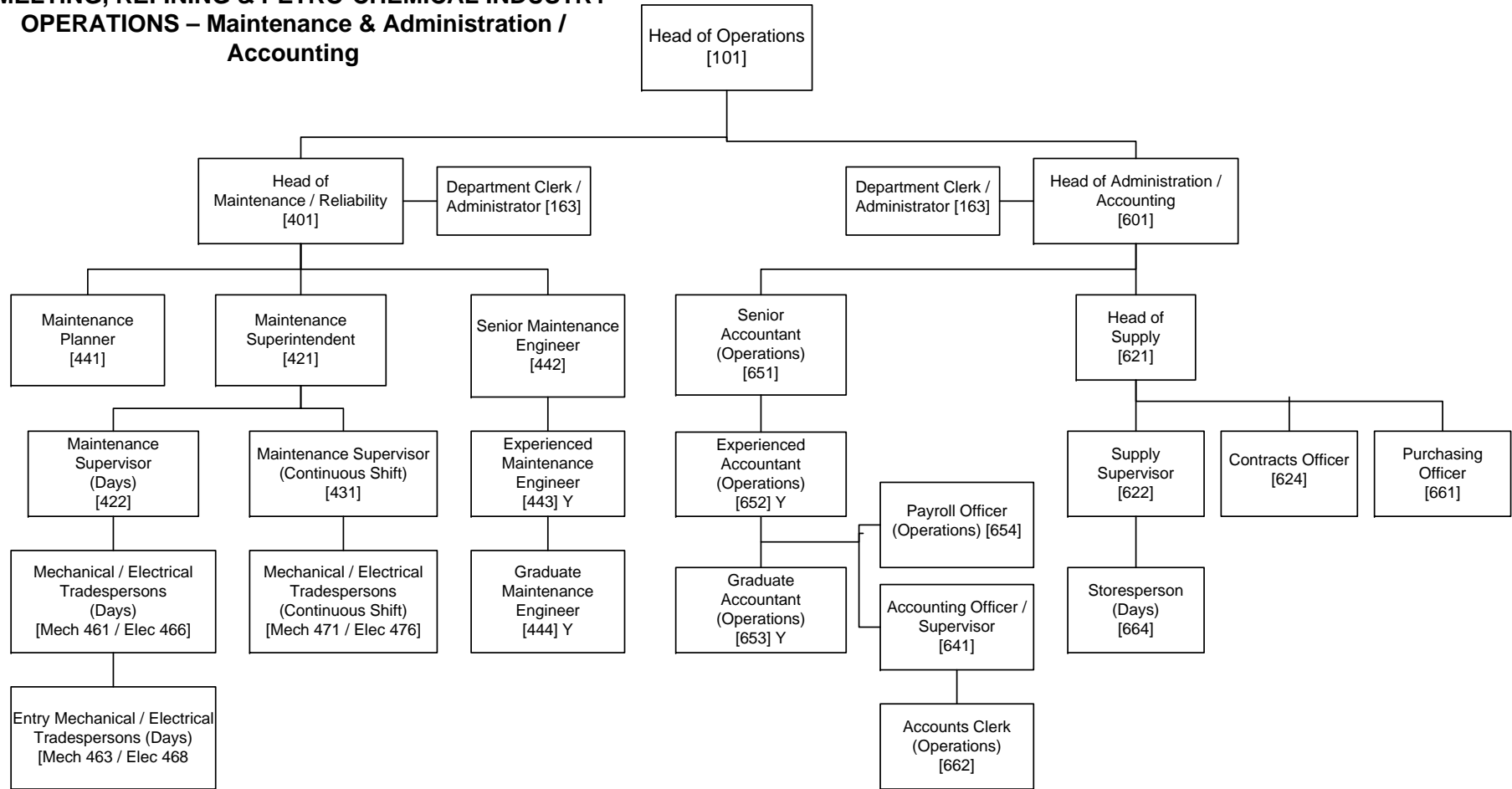
**SMELTING, REFINING & PETRO-CHEMICAL INDUSTRY
OPERATIONS –
Management**



**SMELTING, REFINING & PETRO-CHEMICAL INDUSTRY
OPERATIONS –
Processing & Technical**



**SMELTING, REFINING & PETRO-CHEMICAL INDUSTRY
OPERATIONS – Maintenance & Administration /
Accounting**



**SMELTING, REFINING & PETRO-CHEMICAL
INDUSTRY OPERATIONS – Support Services**

