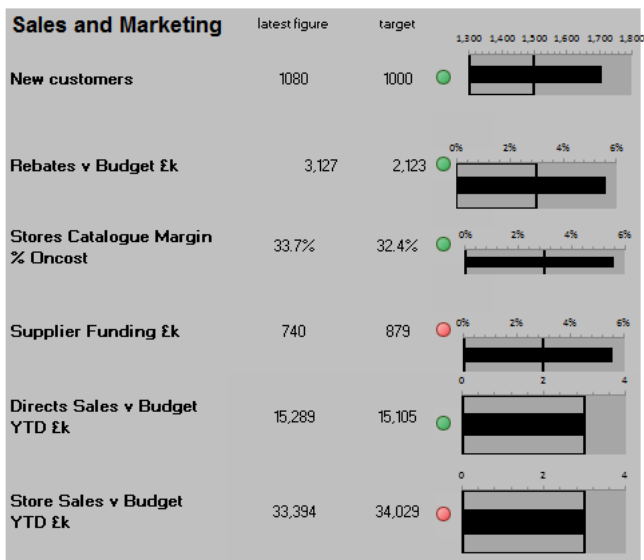
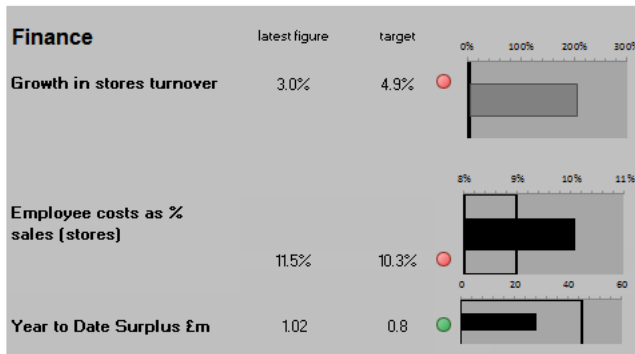
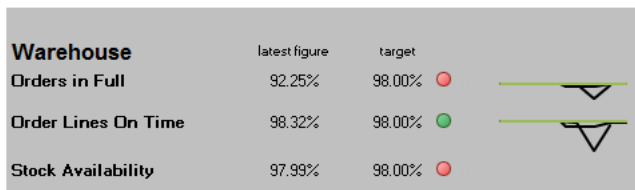


Appendix 1

Balanced Scorecard



A= All S= Stores D= Directs E=Energy & Fuels
 F= Frameworks C= Consultancy M= Major Projects

