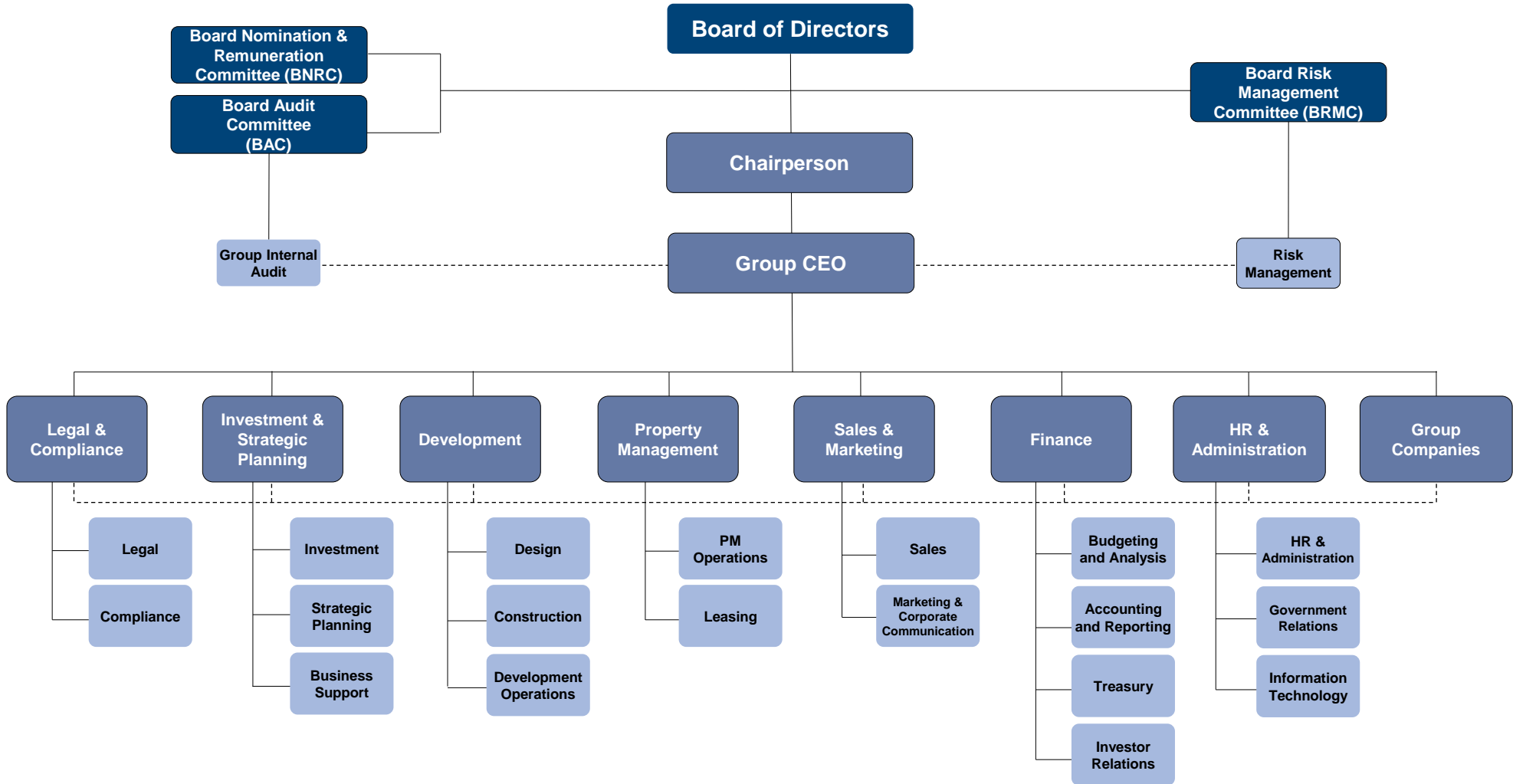


URC Corporate Organization Structure – Functional



Notes:

1. Dotted line represents dual reporting line for Group Companies support departments to URC Parent Company relevant functions and Group Companies CEOs.