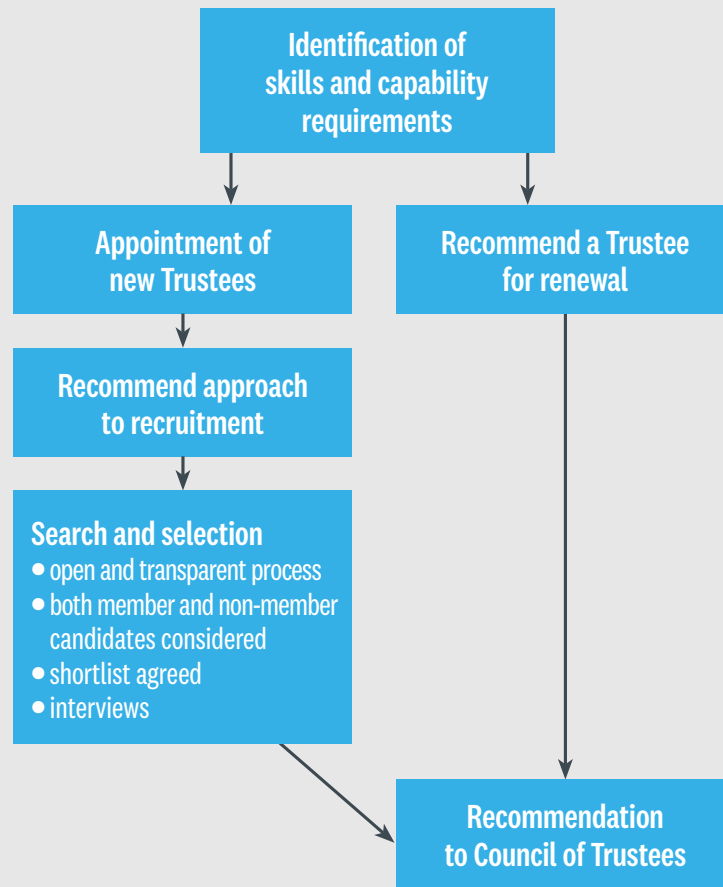


THE MEMBER APPROVAL MODEL FOR TRUSTEE APPOINTMENTS

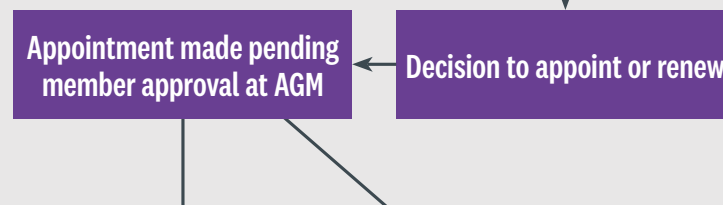
NOMINATIONS COMMITTEE

The Nominations Committee is accountable to the Council of Trustees for succession planning and appointment processes for the Council of Trustees, the subsidiary commercial Board and the group CEO.



COUNCIL OF TRUSTEES

Council of Trustees will appoint Trustees* based on recommendations of the Nominations Committee



MEMBERS

Members have the choice to approve Trustees based on the Council of Trustees recommendation



EACH INDIVIDUAL TRUSTEE

Trustees will be appointed by the Council of Trustees and approved at the AGM by members.



* The subsidiary commercial Board members and group CEO will also be appointed by the Council of Trustees but, as currently, these appointments will not be subject to member approval.