CORPORATE INFORMATION

Board of Directors

Mr. Fernando Garcia Chairman
Mr. M. Imran Malik Chief Executive

Mr. M. G. Middleton Director

Mr. Carlos Gomez Director & Chief Financial Officer

Mr. Muhammad Ali Malik Director
Mr. Fakir Syed Aijazuddin Director
Mr. Ijaz Ahmad Chaudhry Director
Mr. S. M. Ismail Director
Mr. Shahid Anwar (Nominee of NIT) Director
Mr. Istaqbal Mehdi (Nominee of NIT) Director

Audit Committee

Mr. Fakir Syed Aijazuddin Chairman Mr. Ijaz Ahmad Chaudhry Member Mr. M. G. Middleton Member

Company Secretary

Mr. S. M. Ismail

Auditors

Ernst & Young Ford Rhodes Sidat Hyder Chartered Accountants Mall View Building, 4 - Bank Square P.O. Box No. 104, Lahore.

Legal Advisor

Surridge & Beecheno 60, Shahrah-e-Quaid-e-Azam, Ghulam Rasool Building, Lahore.

Stock Exchange Listing

Bata Pakistan Limited is listed on Karachi and Lahore Stock Exchanges.

The Company's shares are quoted in leading Newspapers under "Personal Goods" sector.

Bankers

Habib Bank Limited

Habib Metropolitan Bank Limited

MCB Bank Limited
Bank Al Habib Limited

National Bank of Pakistan Limited

Summit Bank Limited United Bank Limited Silk Bank Limited Barclays Bank PLC

Registered Office

Batapur,

G. T. Road,

P.O. Batapur, Lahore.

Share Registrar

Corplink (Pvt.) Ltd. Wings Arcade, 1-K Commercial Area Model Town, Lahore.

Factories

Batapur,

G. T. Road,

P.O. Batapur, Lahore.

Maraka,

26 - Km, Multan Road, Lahore.

Liaison Office

138 C-II Commercial Area, P.E.C.H.S., Tariq Road, Karachi.

DIRECTORS' REVIEW

It is my pleasure to present the un-audited Condensed Interim Financial Information and brief review of the Company's operations for the nine months ended 30 September 2011.

The company continues to sustain growth trend in turnover that it carried previously. Net turnover in the period under review was Rs. 7.261 billion as compared to Rs. 6.119 billion for the corresponding period of last year. Increase in raw material prices and changes in sales tax laws adversely affected our margins, the impact of which could not be fully passed on to customers. As a result, profit after tax decreased from Rs. 683.983 million to Rs. 623.926 million and earning per share decreased from Rs. 90.47 to Rs. 82.53.

Our production facilities at Batapur and Maraka produced 8.95 million pairs as compared to 9.04 million pairs in the same period of last year. Our investment in many new moulds made during this period is also being rewarded as the majority have proved to be winners in the marketplace.

Our precedence remains to satisfy the demand of our valued customers and provide them with services exclusively and efficiently. In order to maintain our role as a leader in Footwear Industry, an amount of Rs. 39.754 million has been spent to open fourteen new stores at key business locations and ten stores have been uplifted with major renovations while four non profitable stores have been closed. Besides this, the Company is actively pursuing performance enhancement systems through technology upgradations for better inventory management and prompt services.

The Company's HR activities are focused on building talent. Training programs were organized to enhance leadership potential at managerial level to meet the future challenges. We have recruited new potential persons to take up important roles in the coming years.

We remain confident as regards to our prospects for the remaining year, despite the highly competitive marketing environment. We look forward to continued support from all our stakeholders to achieve the objectives for the year 2011.

On behalf of the Board

Batapur: (M. IMRAN MALIK)
Lahore: 20 October 2011 Chief executive

CONDENSED INTERIM BALANCE SHEET AS AT 30 SEPTEMBER 2011

| | | (UN - AUDITED) | (AUDITED) |
|---|------|------------------------|------------------------|
| | | 30 September | 31 December |
| | | 2011 | 2010 |
| | Note | Rs. '000 | Rs. '000 |
| ASSETS | | | |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 5 | 701,215 | 630,754 |
| Intangible assets | | 11,961 | 9,960 |
| Long term investments | | 36,591 | 37,823 |
| Long term deposits and prepayments | | 40,025 | 39,216 |
| | | 789,792 | 717,753 |
| CURRENT ASSETS | | | |
| Stores and spares | | 97 | 1,157 |
| Stock in trade | | 2,895,811 | 1,527,032 |
| Trade debts | | 554,725 | 22,325 |
| Advances - unsecured | | 23,087 | 13,259 |
| Deposits, short term prepayments and other receivables | | 308,943 | 410,517 |
| Interest accrued | | 3,890 | 489 |
| Short term investments | | | 500,000 |
| Tax refunds due from Government | 6 | 530,678 | 445,479 |
| Cash and bank balances | | 462,667 | 539,039 |
| TOTAL ASSETS | | 4,779,898 5,569,690 | 3,459,297 4,177,050 |
| Authorized share capital 10,000,000 ordinary shares of Rs. 10 each | | 100,000 | 100,000 |
| • | | | |
| Issued, subscribed and paid up capital | | 75,600 | 75,600 |
| Reserves | | | |
| Capital reserve | | 483 | 483 |
| Revenue reserve | | 3,077,463 | 2,665,217 |
| | | 3,077,946 | 2,665,700 |
| TOTAL EQUITY | | 3,153,546 | 2,741,300 |
| NON CURRENT LIABILITIES | | | |
| Long term deposits | | 33,664 | 37,823 |
| Deferred liability-employee benefits | 7 | 77,751 | 74,211 |
| Deferred taxation | | 33,716 145,131 | 22,849 134,883 |
| CURRENT LIABILITIES | | 145,151 | 134,003 |
| Trade and other payables | | 2,066,245 | 988,890 |
| Provision for taxation | | 204,768 | 311,977 |
| | | 2,271,013 | 1,300,867 |
| CONTINGENCIES AND COMMITMENTS | 8 | - | - - |
| TOTAL EQUITY AND LIABILITIES | | 5,569,690 | 4,177,050 |
| <u>-</u> | | | |

The annexed notes from 1 to 15 form an integral part of this interim financial information.

| Chief Executive | Director |
|-----------------|----------|

CONDENSED INTERIM PROFIT AND LOSS ACCOUNT - UNAUDITED FOR THE NINE MONTH PERIOD ENDED 30 SEPTEMBER 2011

| | | Nine month ended | | Three month ended | |
|----------------------------|------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| - | Note | 30 September 2011 Rs. '000 | 30 September 2010 Rs. '000 | 30 September 2011 Rs. '000 | 30 September 2010 Rs. '000 |
| NET SALES | 9 | 7,261,457 | 6,118,643 | 2,826,973 | 2,439,040 |
| COST OF SALES | 10 | 4,556,180 | 3,615,442 | 1,801,725 | 1,461,894 |
| GROSS PROFIT | | 2,705,277 | 2,503,201 | 1,025,248 | 977,146 |
| OPERATING EXPENSES | | | | | |
| Selling and distribution | | 1,342,304 | 1,167,899 | 503,779 | 437,192 |
| Administrative | | 455,634 | 340,198 | 155,705 | 115,257 |
| Other operating expenses | | 66,410 | 72,879 | 25,535 | 30,214 |
| | | 1,864,348 | 1,580,976 | 685,019 | 582,663 |
| OPERATING PROFIT | | 840,929 | 922,225 | 340,229 | 394,483 |
| FINANCE COST | | 45,685 | 29,710 | 19,530 | 10,914 |
| | | 795,244 | 892,515 | 320,699 | 383,569 |
| OTHER INCOME | | 39,195 | 31,084 | 3,861 | 8,288 |
| PROFIT BEFORE TAXATION | | 834,439 | 923,599 | 324,560 | 391,857 |
| PROVISION FOR TAXATION | | | | | |
| Current | | 199,646 | 239,291 | 67,043 | 90,930 |
| Deferred | | 10,867 | 325 | 9,313 | (325) |
| | | 210,513 | 239,616 | 76,356 | 90,605 |
| PROFIT AFTER TAXATION | | 623,926 | 683,983 | 248,204 | 301,252 |
| Other comprehensive income | | - | - | - | - |
| TOTAL COMPREHENSIVE INCOME | | 623,926 | 683,983 | 248,204 | 301,252 |
| EARNINGS PER SHARE | | | | | |
| - BASIC AND DILUTED | 13 | Rs.82.53 | Rs.90.47 | Rs.32.83 | Rs.39.85 |

The annexed notes from 1 to 15 form an integral part of this interim financial information.

| Chief Executive | Director |
|-----------------|----------|

CONDENSED INTERIM CASH FLOW STATEMENT - UNAUDITED FOR THE NINE MONTH PERIOD ENDED 30 SEPTEMBER 2011

Chief Executive

| | | Nine mon | th ended |
|--|------|----------------------------------|----------------------------------|
| | Note | 30 September 2011 Rs. '000 | 30 September 2010 Rs. '000 |
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Profit before taxation | | 834,439 | 923,599 |
| Adjustments to reconcile profit before tax to net cash flows | | | |
| Depreciation | | 69,550 | 62,868 |
| Amortization | | 4,019 | 699 |
| Provision for gratuity | | 5,357 | 5,083 |
| Gain on disposal of property, plant and equipment | | (3,998) | (767) |
| Finance cost | | 45,685 | 29,710 |
| | | 120,613 | 97,593 |
| Operating cash flows before working capital changes | | 955,052 | 1,021,192 |
| Net changes in working capital | 11 | (945,614) | (630,617) |
| Finance cost paid | | (38,591) | (25,163) |
| Income taxes paid | | (194,038) | (206,762) |
| Gratuity paid | | (1,817) | (1,683) |
| Net cash (used in) / generated from operating activities | | (225,008) | 156,967 |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Purchase of property, plant and equipment | | (144,920) | (75,357) |
| Purchase of intangible assets | | (6,020) | (6,725) |
| Proceeds from sale of property, plant and equipment | | 8,904 | 2,883 |
| Decrease / (Increase) in long term investments | | 1,232 | (5,318) |
| Net cash used in investing activities | | (140,804) | (84,517) |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| Dividend paid | | (210,560) | (90,720) |
| Net cash used in financing activities | | (210,560) | (90,720) |
| NET DECREASE IN CASH AND CASH EQUIVALENTS | | (576,372) | (18,270) |
| CASH AND CASH EQUIVALENTS AT BEGINNING OF PERIOD | | 1,039,039 | 811,249 |
| CASH AND CASH EQUIVALENTS AT END OF PERIOD | | 462,667 | 792,979 |

Director

CONDENSED INTERIM STATEMENT OF CHANGES IN EQUITY - UNAUDITED FOR THE NINE MONTH PERIOD ENDED 30 SEPTEMBER 2011

The annexed notes from 1 to 15 form an integral part of this interim financial information.

| | Share capital (| Capital reserve | General reserve Rupees in '000 | Unappropriated profit | Total |
|--|-----------------------|-----------------|--------------------------------------|-----------------------|-----------|
| Balance as at 01 January 2010 | 75,600 | 483 | 1,298,000 | 586,644 | 1,960,727 |
| Final dividend for 2009 @ Rs. 12 per share | - | - | - | (90,720) | (90,720) |
| Transfer to general reserve | - | - | 494,000 | (494,000) | - |
| Total comprehensive income for the nine month period ended 30 September 2010 | - | - | - | 683,983 | 683,983 |
| Balance as at 30 September 2010 | 75,600 | 483 | 1,792,000 | 685,907 | 2,553,990 |
| Balance as at 01 January 2011 | 75,600 | 483 | 1,792,000 | 873,217 | 2,741,300 |
| Final dividend for 2010 @ Rs. 28 per share | - | - | - | (211,680) | (211,680) |
| Transfer to general reserve | - | - | 660,000 | (660,000) | - |
| Total comprehensive income for the nine month period ended 30 September 2011 | - | - | - | 623,926 | 623,926 |
| Balance as at 30 September 2011 | 75,600 | 483 | 2,452,000 | 625,463 | 3,153,546 |

| Chief Executive | - | | Director |
|-----------------|---|--|----------|

NOTES TO THE CONDENSED INTERIM FINANCIAL INFORMATION - UNAUDITED FOR THE NINE MONTH PERIOD ENDED 30 SEPTEMBER 2011

LEGAL STATUS AND OPERATIONS

Bata Pakistan Limited (the Company) is a public limited company incorporated in Pakistan and is quoted on Lahore and Karachi Stock Exchanges. The registered office of the Company is situated at Batapur, Lahore. The principal activity of the Company is manufacturing and sale of footwear of all kinds along with sale of accessories and hosiery items. The Parent Company of Bata Pakistan Limited is Bafin B.V., Nederland, whereas the ultimate parent is Compass Limited, Bermuda.

STATEMENT OF COMPLIANCE

This condensed interim financial report of the Company for the nine month period ended 30 September 2011 has been prepared in accordance with the requirements of the International Accounting Standard 34 -Interim Financial Reporting and provisions of and directives issued under the Companies Ordinance, 1984. In case where requirements differ, the provisions of or directives issued under the Companies Ordinance, 1984 have been followed.

BASIS OF PRESENTATION AND MEASUREMENT

This condensed interim financial report of the Company for the nine month period ended 30 September 2011 are unaudited and these should be read in conjunction with the financial statements of the Company for the year ended 31 December 2010.

SIGNIFICANT ACCOUNTING POLICIES

The accounting policies and the methods of computation adopted in the preparation of this condensed interim financial report are the same as those applied in the preparation of the financial statements for the year ended 31 December 2010 except as describe below:

New and amended standards and interpretations

The company has adopted the following new and amended IFRS and IFRIC interpretations which became effective during the year:

IFRS 2 - Group Cash-settled Share-based Payment Arrangements

IAS 32 - Financial Instruments: Presentation - Classification of Rights Issues (Amendment)

IFRIC 19 - Extinguishing Financial Liabilities with Equity Instruments

Improvements to various standards issued by IASB

Issued in 2009

IFRS 5 - Non-Current Assets Held for Sale and Discontinued Operations

IFRS 8 – Operating Segments

IAS 1 – Presentation of Financial Statements
IAS 7 – Statement of Cash flows Presentation of Financial Statements

IAS 17 - Leases

IAS 36 - Impairment of Assets

IAS 39 – Financial Instruments : Recognition and Measurement

IFRS 3 - Business Combinations

IAS 27 – Consolidated and Separate Financial Statements

The adoption of the above standards, amendments / improvements and interpretations did not have any effect on the financial statements.

ACQUISITION AND DISPOSAL OF PROPERTY, PLANT AND EQUIPMENT

| 5 | AOGOI | SITION AND DISPOSAL OF PROPERTY, PLANT AND EQU | ,,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | | | | | | (UN - AL | JDITED) |
|---|----------|---|--|--------------------|---------------------|------------------|-----------------|---------------------------------|-------------------|--|--|
| | | | Bu | uildings Others | Plant and machinery | Office equipment | Computers | Furniture, fixture and fittings | Gas Installations | 30 September 2011 Rs. '000 | 30 September 2010 Rs. '000 |
| | | Additions Disposals (cost) | 181 | 1,366 | 74,083 27,778 | 205 361 | 12,235 3,242 | 54,465 3,450 | 218 68 | 142,753 34,899 | 74,821 13,236 |
| | | | | | | | | | Note | (UN - AUDITED) 30 September 2011 Rs. '000 | (AUDITED) 31 December 2010 Rs. '000 |
| 6 | TAX RE | FUNDS DUE FROM GOVERNMENT | | | | | | | | | |
| | Sales ta | x refundable | | | | | | | 6.1 | 530,678 | 445,479 |
| | 6.1 | This represents sales tax paid on raw materials used in zer | ro-rated taxa | able shoes for v | which refund o | claims have b | een lodged wi | th the Sales Tax De | partment. | (UN - AUDITED) 30 September | (AUDITED) 31 December |
| | | | | | | | | | | 2011 Rs. '000 | 2010 Rs. '000 |
| 7 | DEFER | RED LIABILITY- EMPLOYEE BENEFITS | | | | | | | | | |
| | Amount | g liability recognized during the period/year nt made by the Company during the period/year | | | | | | | | 74,211 5,357 (1,817) | 69,196 6,831 (1,816) |
| | Closing | | | | | | | | | 77,751 | 74,211 |
| | The late | est actuarial valuation was carried out as at 31 December 201 | 0. | | | | | | | | |
| 8 | CONTIN | NGENCIES AND COMMITMENTS | | | | | | | | | |
| | 8.1 | The Company is contingently liable for: Counter Guarantees given to banks Indemnity Bonds given to Custom Authorities | | | | | | | | 5,859 42,744 | 7,204 26,790 |
| | | Claims not acknowledged as debts - under appeal Law suit by ex-employee - damages for malicious prosecu | tion | | | | | | | 15,401 3,000 | 76,413 3,000 |
| | | Order by income tax department | | | | | | | | ·- | 3,659 |
| | | Order by income tax department | | | | | | | 8.1.1 | 2,702 | 2,702 |
| | | | | | | | | | | 69,706 | 119,768 |

^{8.1.1} The Company has received an order from Federal Board of Revenue (FBR) in respect of alleged default that the tax at source was not properly deducted by the Company for the tax year 2005. The FBR after charging additional tax u/s 205(3) of the Income Tax Ordinance, 2001 created a demand of Rs. 2.702 million. The Company filed an appeal with CIR(Appeals) which is pending adjudication. The

8.2 Commitments

8.2.1 The Company has entered into rent agreements for retail shops. There are no restrictions placed upon the Company by entering into these agreements. Future minimum lease payable under these agreements are as follows:

| | 8.2.2 | With in one year After one year but not more than five years More than five years Commitments in respect of: - Capital expenditure - Letters of credit and bank contracts | | | | (UN - AUDITED) 30 September 2011 Rs. '000 477,740 1,744,142 528,062 2,749,944 21,160 542,501 563,661 | (AUDITED) 31 December 2010 Rs. '000 427,571 1,386,432 668,212 2,482,215 10,583 326,932 337,515 |
|----|--|--|--|---|--|--|--|
| | | | | (UN - AU | | (UN - AU | |
| | | | | Nine mont 30 September 2011 Rs. '000 | th ended 30 September 2010 Rs. '000 | Three mor 30 September 2011 Rs. '000 | 30 September 2010 Rs. '000 |
| 9 | NET SALES | | | | | | |
| • | | | | | | | |
| | Shoes and accessor Local Export | ies | | 8,098,915 133,216 | 6,647,958 95,169 | 3,184,304 40,820 | 2,671,647 14,859 |
| | Sundry articles and s | scrap material | | 8,232,131 29,407 | 6,743,127 17,234 | 3,225,124 5,267 | 2,686,506 920 |
| | • | | | 8,261,538 | 6,760,361 | 3,230,391 | 2,687,426 |
| | Less: Sales tax | alers and distributors | | 289,234 630,153 | 97,986 477,320 | 128,933 241,283 | 24,192 198,408 |
| | | agents/business associates | | 80,694 | 66,412 | 33,202 | 25,786 |
| | | | | 1,000,081 7,261,457 | 641,718 6,118,643 | 403,418 2,826,973 | 248,386 2,439,040 |
| | | | | 7,201,437 | 0,110,043 | 2,020,373 | 2,439,040 |
| 10 | COST OF SALES Raw material consul | med | | 2,459,145 | 1,798,712 | 705,072 | 541,711 |
| | Salaries, wages and | Denefits | | 199,529 | 200,705 | 57,447 | 62,639 |
| | Fuel and power Stores and spares or | onsumed | | 91,340 7,625 | 84,877 6,588 | 28,543 1,991 | 27,712 2,229 |
| | Repairs and mainter | | | 30,970 | 26,771 | 10,099 | 8,530 |
| | Insurance | | | 4,377 | 4,603 | 1,416 | 1,533 |
| | Depreciation | | | 14,645 2,807,631 | 2,133,869 | 5,676 810,244 | 4,080 648,434 |
| | Add: Opening goods | s in process | | 59,483 | 41,249 | 118,744 | 84,991 |
| | Loss: Closing goods | in process | | 2,867,114 121,027 | 2,175,118 91,989 | 928,988 121,027 | 733,425 91,989 |
| | Less: Closing goods Cost of goods manu | | | 2,746,087 | 2,083,129 | 807,961 | 641,436 |
| | Add: Opening stock | of finished goods | | 1,190,413 | 1,035,130 | 1,073,628 | 1,519,330 |
| | Finished good | ls purchased | | 2,903,413 6,839,913 | 2,021,036 5,139,295 | 2,203,869 4,085,458 | 824,981 2,985,747 |
| | Less: Closing stock | of finished goods | | 2,283,733 | 1,523,853 | 2,283,733 | 1,523,853 |
| | | | | 4,556,180 | 3,615,442 | 1,801,725 | 1,461,894 |
| | | | | | | (UN - AU | IDITED) |
| | | | | | | 30 September | 30 September |
| | | | | | | 2011 Rs. '000 | 2010 Rs. '000 |
| | | | | | | KS. 000 | KS. 000 |
| 11 | NET CHANGES IN | WORKING CAPITAL | | | | | |
| | (Increase)/decrease | e in assets | | | | | |
| | Stores and spares | | | | | 1,060 | (219) |
| | Stock in trade Trade debts | | | | | (1,368,779) (532,400) | (607,069) (267,228) |
| | Advances - unsecure | ed | | | | (9,829) | (6,869) |
| | | prepayments and other receivables | | | | (11,243) | (11,983) |
| | Interest accrued Tax refunds due fron | m Government | | | | (3,401) (85,201) | 3,851 (172,248) |
| | Long term deposits a | | | | | (809) | 2,955 |
| | Ingrance //deex | a) in liabilities | | | | | |
| | Increase / (decrease Trade and other pays | | | | | 1,069,147 | 422,875 |
| | Long term deposits | | | | | (4,159) | 5,318 |
| | | | | | | (945,614) | (630,617) |
| | | | | | | | |

12 TRANSACTIONS WITH RELATED PARTIES

The related parties comprise of parent company, related group companies, provident fund trusts, directors and key management personnel. Transactions with related parties other than remuneration and benefits to executive directors and key management personnel under the terms of their employment, during the period are as follows:

| | | (UN - AUDITED) Nine month ended | | (UN - AUDITED) Three month ended | |
|-------------------------------|---------------------------------------|---------------------------------|----------------------|----------------------------------|----------------------|
| | | 30 September 2011 | 30 September 2010 | 30 September 2011 | 30 September 2010 |
| Relationship with the Company | Nature of transactions | Rs. '000 | Rs. '000 | Rs. '000 | Rs. '000 |
| Associated Companies | Purchase of goods and services | 1,209,066 | 769,804 | 430,217 | 277,456 |
| | Sale of goods and services | 17,811 | 9,746 | 7,764 | 1,214 |
| | Dividend paid | 127,008 | 54,432 | - | 54,432 |
| | Brand royalty | 171,745 | 143,655 | 66,334 | 57,305 |
| | Service charges | 105,022 | 35,040 | 35,706 | 12,571 |
| Staff Retirement Benefits | Contribution to provident fund trusts | 25,345 | 21,895 | 8,368 | 7,051 |
| Staff Retirement Benefits | Gratuity paid | 1,817 | 1,683 | 1,117 | 790 |

The Company continues to have a policy whereby all transactions with related parties and associated undertakings are entered into at arm's length.

13 EARNINGS PER SHARE - BASIC AND DILUTED

| | (UN - AUDITED) Nine month ended | | (UN - AUDITED) Three month ended | |
|--|------------------------------------|----------------------|----------------------------------|----------------------|
| | 30 September 2011 | 30 September 2010 | 30 September 2011 | 30 September 2010 |
| Profit after taxation attributable to ordinary share holders (in '000) | 623,926 | 683,983 | 248,204 | 301,252 |
| Weighted average number of ordinary shares - Number (in '000) | 7,560 | 7,560 | 7,560 | 7,560 |
| Earnings per share - Basic (Rs.) | 82.53 | 90.47 | 32.83 | 39.85 |

^{13.1} No figure for diluted earnings per share has been disclosed as the Company has not issued any instrument which would have a dilutive impact on earnings per share, when exercised.

14 DATE OF AUTHORIZATION

This financial information was authorized for issue by the Board of Directors on 20 October 2011.

15 GENERAL

Certain amounts in the prior year have been reclassified to conform to current year presentation.

The figures in this financial information have been rounded off to the nearest thousand rupees unless otherwise stated.

| Chief Executive | Director |
|-----------------|----------|