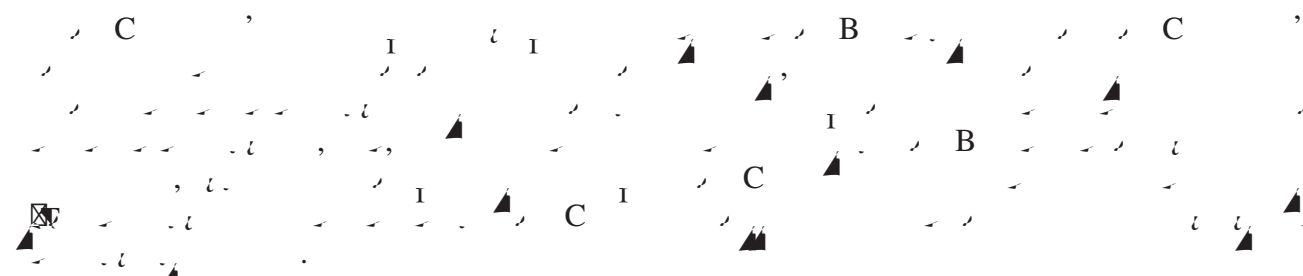


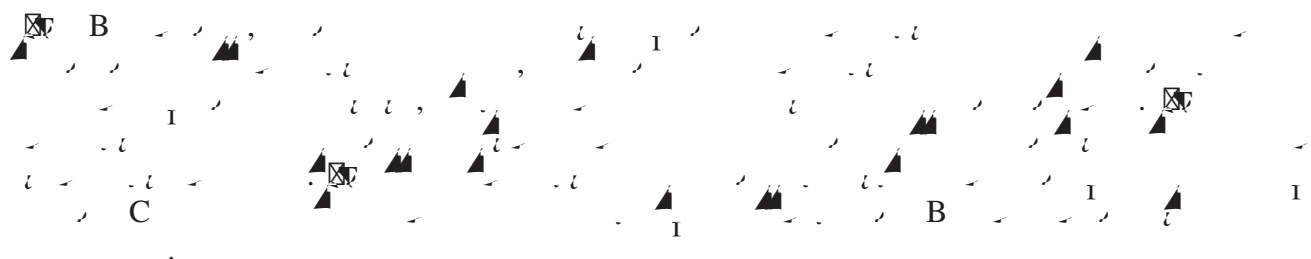
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I . DECISION-MAKING PROCESS OF THE PROFIT DISTRIBUTION PLAN



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