

**CIEL’s Organisational Chart and Statement of Accountabilities**

The Group operates within a defined governance framework, as explained in the chart below, through delegation of authorities and clear lines of responsibility while enabling the Board to retain effective control. As such, the Board is ultimately accountable and responsible for the performance and affairs of the Group.

The Board has created four committees tasked to provide specialist guidance to its Directors and each operate within approved terms of reference. A reporting mechanism is in place to ensure that recommendations from the committees escalate to the Board. Reports from the chairpersons of these committees are systematically included on the agendas of Board meetings. The Group Chief Executive is responsible for the affairs of the Group and closely interacts with the CEOs of the five clusters of the Group. He has the support of the Group Finance Director and the management team of CIEL Corporate Services Limited, a wholly-owned subsidiary of CIEL which provides a combination of corporate services and strategic support to the main operational clusters of CIEL.

