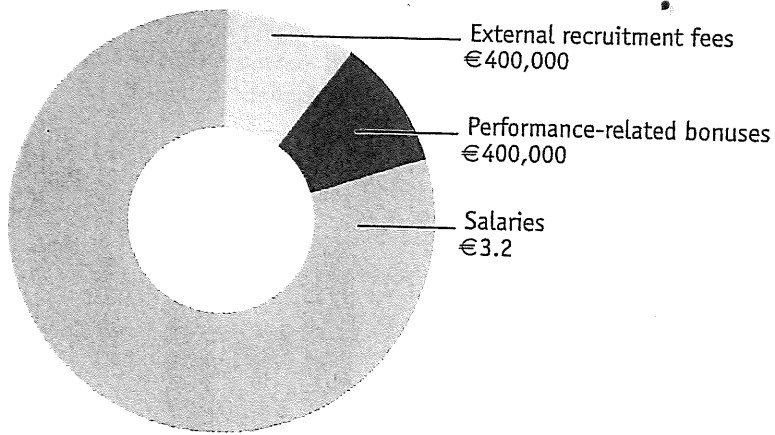
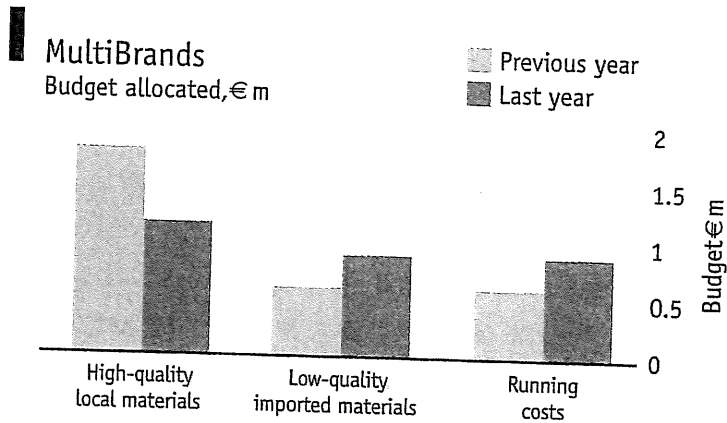


1 Human Resources costs



2 Production operating costs



3 Sales and Marketing costs

