

DIRECTORS' RETIREMENT SCHEDULE

| Director | First Appointment | First term will end at the AGM in* |
|----------------------------------|-------------------|------------------------------------|
| Miklos (Mike) Salamon (Chairman) | 1 September 2007 | 2012 |
| Marek Jelínek | 6 March 2007 | 2012 |
| Klaus-Dieter Beck | 12 June 2007 | 2011 |
| Zdenek Bakala | 15 August 2006 | 2010 |
| Peter Kadas | 15 August 2006 | 2010 |
| Hans-Jürgen Mende | 15 August 2006 | 2010 |
| Pavel Telička | 11 September 2007 | 2011 |
| Kostyantín Zhevago | 28 April 2009 | 2013 |
| Hans-Jörg Rudloff | 11 September 2007 | 2011 |
| Bessel Kok | 11 September 2007 | 2011 |
| Steven Schuit | 20 November 2007 | 2012 |
| Barry Rourke | 20 November 2007 | 2012 |
| Paul Everard | 20 November 2007 | 2012 |

** Unless the General Meeting resolves otherwise at the proposal of the Board of Directors, a Director shall be appointed for a maximum period of four years, provided however that unless such Director has resigned at an earlier date, his term of office shall lapse on the day of the Annual General Meeting of Shareholders held in the fourth year after the year of his appointment. Non-Executive Directors may be appointed for a maximum of three 4-year terms.*