

Procedure for election to the office of director upon shareholder proposal

A shareholder who intends to propose a candidate for election to the office of director of the Company shall provide the Company's Secretary with a written notice reflecting its intention to propose a person for election to the office of director of the Company.

The notice shall be delivered by the shareholder during a period commencing no earlier than the day after the dispatch of the convening notice of the meeting scheduled for such election and ending no later than seven days prior to the date of such meeting. Such notice must be delivered by a shareholder (not being the person to be proposed) who is entitled to attend and vote at the meeting.

In addition, the candidate proposed for election shall deliver to the Company's Secretary a signed written notice reflecting his willingness to be elected as director of the Company.

In accordance with Article 13.5 of the articles of association of the Company, the appointment of the director will be made by way of a general shareholders' meeting of the Company and by ordinary resolution adopted at a simple majority of the votes cast.

27 March 2012