

## Organizational structure of Česká rafinérská

Position	Name	Employed by Company or Predecessor	Current Position from
<b>CEO DIVISION</b>			
<b>General Director</b>	<b>Ivan SOUČEK</b>	<b>2002</b>	<b>2003</b>
Business Assurance Section	Michaela FREYOVÁ	1993	2003
Performance Assessment Section Head	Hugo KITTEL	1999	2009
Public Relations Section	Aleš SOUKUP	1996	1996
<b>FINANCIAL DIVISION</b>			
<b>Chief Financial Officer</b>	<b>Salvatore RECUPERO</b>	<b>2007</b>	<b>2007</b>
Financial Section	Mojmír ZENÁHLÍK	1997	2003
IT Section	Pavel KRÁL	1999	1999
<b>TECHNICAL DIVISION</b>			
<b>Technical Director</b>	<b>Arnoud van der POST</b>	<b>2009</b>	<b>2009</b>
Production Section	Josef KRCH	1985	2005
Engineering Maintenance Section	Jan KUSCHE	1988	2007
Refinery Scheduling & Hydrocarbon Accounting Section	Aleš PONERT	1989	2001
Investment Section	Josef KRÁL	1981	2007
<b>GENERAL AFFAIRS DIVISION</b>			
<b>General Affairs Director</b>	<b>Miroslav KORNALÍK</b>	<b>2006</b>	<b>2006</b>
Human Resources Section	Alena STEJSKALOVÁ	1989	1996
Service Section	Radomír BLÁHA	1996	1996
Contracting & Procurement Section	Iva KABÁTNIKOVÁ	1973	2007
<b>PLANNING DEVELOPMENT DIVISION</b>			
<b>Planning Development Director</b>	<b>Giorgio CERVI</b>	<b>2008</b>	<b>2008</b>
Production Planning & Allocation Section	Jaroslav KADAŇKA	1996	2001
Logistics & Despatching Section	Jaroslav ŠTROP	2002	2002
Technology Section	Milan VITVAR	1974	1977
Feedstock & State Reserve Coordination Section	Petr NEUMANN	1994	2008