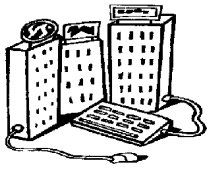
STRUKTON

13-11-1998



AGREEMENT CONCERNING THE STRUKTON EUROPEAN WORKS COUNCIL (EWC)

[translation from Dutch]

The parties

The STRUKTON EWC Special Negotiating Group comprising employee representatives from companies in the Strukton Group NV on the one hand

and

the Strukton Group NV senior group management, on the other hand

have considered the following:

The parties wish to make a concrete contribution to social dialogue in compliance with Article 118b of the Treaty of Rome and the European Council directive 94/45/EC dated 1994 on establishing a European Works Council or procedure in companies or conglomerates with a Community dimension aimed at informing and consulting employees.

The parties wish to contribute to the social dimension of the single market and to enhance cooperation between senior group management and employee representatives in the European Union and at European level.

and declare that they have agreed the following:

ARTICLE 1 STARTING POINTS

1. The STRUKTON EWC is a body which looks after the interests of STRUKTON GROUP employees.
2. The STRUKTON EWC shall establish a set of regulations which senior group management shall comment on.
3. The legal rights and obligations of the employee representatives in the various countries concerned shall not be affected by this agreement.

ARTICLE 2 COMPOSITION AND PROCEDURES

1. As at 1 January 1999, the Strukton Group's European Works Council (hereinafter referred to as the STRUKTON EWC) is set up for companies where the Strukton Group has ultimate power of