

ELECTRONIC VOTING WITH ASSEMBLY VOTING STEP-BY-STEP PLAN FOR EMPLOYEES



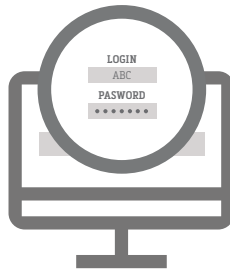
PROCEDURE



1 | CONVOCATION
with a personal login
and password



2 | WEB BROWSER



3 | LOGIN
Enter your login and
password



4 | BALLOT(S)
Follow the on-screen
instructions to cast
your vote(s)



5 | SUBMITTING YOUR VOTE
Check the summary and
click 'submit your vote'
to definitively confirm
your vote



Problems?

Contact the president of the polling station (see convocation).

HOW TO CAST A VALID VOTE

VOTING IS SECRET



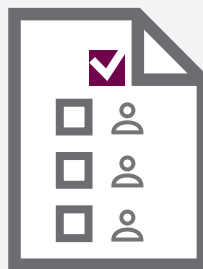
- A | Be discreet when you cast your vote.
- B | Never show your screen to others.
- C | Your login and password are strictly personal. You should never share them with others.



As you are voting electronically, you cannot cast an invalid vote. In case of invalid combinations, you will receive an alert and will not be able to proceed without changing your choice. Be sure to read the tips on the right.



DIFFERENT OPTIONS TO CAST A VALID VOTE



A | LIST VOTE

You can vote by checking the box at the top of the list. This means that you prefer one of the nominated trade union lists and that you agree with the order of the nominated candidates.

Please note!

Ballots with multiple preferential votes are invalid. This means you may only specify one trade union on the ballot.



B | INDIVIDUAL VOTE

You can also vote by checking the boxes next to the names of one or more candidates. This means that you wish to change the order of the nominated candidates.

Please note!

Ballots with individual votes for candidates belonging to different lists are invalid. Ballots with both list and individual votes for different lists are likewise invalid. All candidates you vote for must be from the same union.

Please note!

Ballots with one or more individual votes together with a list vote for the same list are considered to be ballots with a list vote.

Please note!

Ballots with multiple individual votes from the same list but with a higher number than the number of mandates to be allocated for this category are considered ballot papers with a list vote.