

3

# HOOGENDOORN & WIERINGA

## NOTARISSEN

Nieuwe Gracht 124  
Postbus 207  
2000 AE Haarlem  
Telefoon (023) 5530 240  
Telefax (023) 5530 261

### Notarissen

Mr. A.J. Hoogendoorn  
Mr. J. Wieringa

### Kandidaat-Notarissen

Mr. Carla H.M. Eering  
Mr. Margriet W. Hogeterp  
Mr. E.M. de Jong

### Notarieel-medewerkers

Drs. R. de Jong  
P.C.M. Bestenbreur - Schoorl

International Vocational Training  
Organisation  
t.a.v. de heer drs R. van den Hurk  
Anna van Burenlaan 46  
2012 SM HAARLEM

### Behandeld door:

Eering/02.0625.b01

Haarlem, September 13, 2002

Re: amendment of the articles of association

Dear Mr. van den Hurk:

Reference is made to our meeting of September 6, 2002.

Please find attached the draft of the deed of amendment of the articles of association of International Vocational Training Organisation. Because the Dutch law requires that the deed will be executed in Dutch, the draft is in Dutch as well.

The amendments are made in the articles 1 and 2 and are in conformity with the resolutions of the General Assembly, held on June 15, 2000.

Please let me know if you agree with this draft.

As I already told you, all members of the Executive Board have to give and grant power of attorney in order to execute this deed. Will you please have the attached powers completed, dated and signed? Afterwards, all signatures have to be legalized and apostilized.

Furthermore, I would like to receive a declaration from the President of the organisation, stating:

- a. that the General Assembly of June 15, 2002, was convoked with due observance of the provisions of the articles of association and that the amendment of the articles of association was mentioned in the agenda for said meeting;
- b. that, as of June 10, 2000, a copy of the proposal containing verbatim the proposed amendment was deposited at the office of the organisation for

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NOTARISSEN

2.

- inspection by the members;
- c. that at least two third of the members of the organisation was present or represented at the General Assembly, held on June 15, 2000, and that at least two third of the members has voted in favor of the proposal to amend the articles of association, vide article 10.3 of the articles.

After receiving all signed, legalized and apostilized powers and the signed declaration of the President, this deed can be executed.

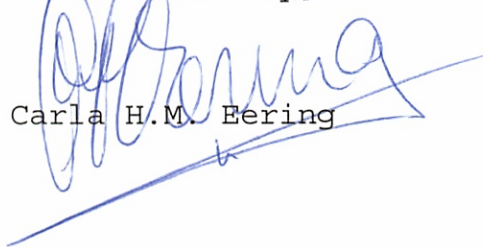
Afterwards two other provisions might be amended as well:

1. a new provision may be added to article 10.1 stating that each member of the Executive Board is authorized to execute a deed of amendment. Such is of course only possible after the General Assembly has decided to amend those articles;
2. article 10.3: at this moment the organisation cannot be represented in and out of court without the President. This might be a problem in case of a holiday or illness of the President. Perhaps the articles should state that the organisation can be represented by two members of the Executive Board, among whom preferably the President.

If the aforementioned amendments should be made, please have the General Assembly decide so. In that case the General Assembly has to grant power of attorney to each member of the Executive Board to execute said deed.

Should you have any queries, please do not hesitate to contact me.

Yours sincerely,



Carla H.M. Eering