

Prague, February 17, 2004

Artwick Investments Ltd.
c/o Robin Smith
Close Trustees Switzerland SA
6, Place des Eaux Vives
Geneva
Switzerland

We, the undersigned,

- (a) Mr. Martin Roman,
- (b) Mr. Tomas Krsek,
- (c) Mr. Jiri Zapletal,
- (d) Mr. Michal Korecky,

refer to the trust arrangement made with respect to Artwick Investments Ltd.

We would like to express following wishes related to the management of the above trust arrangement:

- (i) Mr. Martin Roman shall be recalled from the position of Chairman of the Board of Directors and General Manager of Company C (as defined in relevant agreements of which Artwick Investments Ltd. is aware);
- (ii) Mr. Jiri Zapletal shall be appointed to the position of the Chairman of Board of Directors and General Manager of Company C;
- (iii) No person shall be recalled or appointed to either of the position of the Chairman of the Board of Directors or the General Manager of Company C if Mr. Roman expresses his disagreement with such change. Should Mr. Roman express his will to be appointed either of this positions or to both of them, he shall be appointed without any undue delay by using all legal means available to you in this respect.



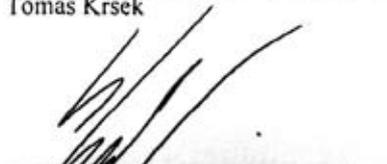
Martin Roman



Tomas Krsek



Jiri Zapletal



Michal Korecky