



Supplement to the Telefónica O2 Czech Republic, a.s. Annual Report for 2008

1. Additional information for the members of Executive management, page 65

Clare Ronald Clarke **Executive Director, Human Resources – acting**

He began his career in the healthcare industry with Warner-Lambert and Pfizer Inc. managing manufacturing facilities producing PET plastics and gelatinous capsules. He managed start up facilities in Suzhou China and worked in Japan, South America and the United States. He has worked in the HR field since 1995 practicing in areas such as organizational development, compensation & benefits and strategic client support. He joined ČESKÝ TELECOM (the legal predecessor of Telefónica O2 Czech Republic) in October 2005 and currently is responsible for area of organization learning and development.

Clare Ronald Clarke was Acting Executive Director, Human Resources from 1 January 2009 until 31 July 2009 as Human Resources was constituted as a new single unit reporting directly to Chief Executive Officer (see page 65). On 1 August 2009, Michal Urválek was appointed as Executive Director, Human Resources (see 2009 Half Year Report, chapter Corporate Governance).

Marek Hakala **Director, Internal Audit & Risk Management – acting**

He graduated from the Brno Technical University, School of Mechanical Engineering in the field of Computer Aided Design (CAD). He earned his MBA degree from the University of Calgary in 2000. In his professional career he focused on IT in both public and private sectors. In 2000 he joined ČESKÝ TELECOM (the legal predecessor of Telefónica O2 Czech Republic) where he worked in the Internal Audit Unit handling financial and process audits. He continued in Telefónica O2 Czech Republic as Head of Internal Audit and Risk Management Unit at the turn of 2008 and 2009. He holds two internationally recognized professional certificates: CIA (Certified Internal Auditor) and CISA (Certified Information Systems Auditor) for the field of internal audit.

Marek Hakala was Acting Director, Internal Audit & Risk Management from 1 November 2008 until 31 March 2009, as Zdeněk Radil, the former head of this unit, had left the company (see page 79). On 1 April 2009, Andrés Romero Dexeus was appointed as Director, Internal Audit & Risk Management (see 2009 Half Year Report, chapter Corporate Governance).

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