



KRONOSPAN SRB d.o.o · 17. marta 2  
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IndustriALL Global Union  
Case Postale 1516  
CH 1227 Geneva  
Switzerland  
Mr. Jyrki Raina

Dear Mr. Raina,

The information that you have received is a misinterpretation of our actions.

Our company makes managerial decisions based on financial and economic principals and in accordance with Serbian regulations. Since financial results have not been satisfactory and the company made losses in 2011, we have focused on improving efficiency and the performance of our business. As a result, we have taken restructuring and reorganizational measures, within which 10 working positions were made redundant. The only criteria for the cancelation of these positions were purely the impact on organizational efficiency and had nothing to do with the individual engagement of our employees in a particular union or any other professional association whatsoever.

Kronospan has invested in Serbia more than 130 Mio € up to date in a modern greenfield production site( attached please find a photo of the factory)

Our target is to manage our company efficiently, produce high quality products and increase sales and profitability in cooperation with our employees. We currently employ more than 140 people, and our goal is to improve our employees' living standard by building our business and improving our operating results. From our activities, we created more than 2000 indirect jobs in timber supply, logistics and other services we use.

Working conditions and interpersonal relations between employees in all positions are up to the highest standards. We follow all local regulations and laws, including labor law and health and safety regulations. I have to emphasize that wages are certainly above the legal minimum and are always paid on time along with other social contributions defined by law.

Considering the difficult economical situation that is affecting the overall Serbian economy, our company has a responsibility to the local community, in the first instance, to survive in this challenging environment and, further, to grow. Both survival and growth can only be achieved with an efficient organization and innovations in productivity.

Lapovo, 13.07.2012.

Sincerely,

Lana Mošić, Managing Director