Corporate Agreement SCHOTT Group EuroForum

as amended on June 11, 2007

On August 26, 1996, the Corporate Management Committee and the Works Council of the SCHOTT Group founded the so-called EuroForum. The founding agreement shall now be adjusted so as to accommodate the changes having occurred in the structure of the SCHOTT Group and in the number of employees.

Therefore, the parties agree upon the following:

1. Objective

The objective of the EuroForum is to share information and hear and discuss important presentations for an economic policy to promote the growth and competitiveness of the SCHOTT Group. The EuroForum serves to promote the exchange of information and opinions on a pan-European scale on the basis of a trustful cooperation between employees and employers of the companies of the SCHOTT Group.

2. Scope

The scope of the agreement covers all enterprises of the SCHOTT Group being majority-owned by the SCHOTT AG, as well as enterprises being majority-owned by companies controlled by the SCHOTT AG, in so far as the enterprises have their seat in a member state of the European Union. Controlled by the SCHOTT AG are such enterprises that are either directly or indirectly subject to the dominant influence of the SCHOTT AG (in the following called "affiliated enterprises"). In the present agreement, SCHOTT AG and affiliated enterprises together are also termed "SCHOTT Group".

3. Participants of the EuroForum

An allocation key will be defined for the SCHOTT Group in each country. The number of the participants per country is to represent the total number of employees working for the SCHOTT Group in that particular country.

All the delegates of the EuroForum are duty bound not to disclose confidential information. Only operational and trade secrets are subject to secrecy.

3.1 Employee representatives in the EuroForum

Each country with over 120 employees is to be represented in the EuroForum by at least one employee representative.

The number of employee representatives per country is determined according to the following quota:

up to 600 employees	= 1 representative
601 to 1.200 employees	= 2 representatives
over 1.200 employees	= 3 representatives
over 2.400 employees	= 4 representatives
over 4.800 employees	= 5 representatives
over 10.600 employees	= 6 representatives

The term in office of the EuroForum members depends on the respective national legislation and customary practice. Only democratically elected employee representatives that are employed by the SCHOTT AG or an affiliated enterprise may become members the EuroForum.

The process by which they are delegated is to be discussed within the SCHOTT Group in the respective country in accordance with the respective national practice. The distribution is based on the agreed quota.

A representative of the Corporate Speaker Committee and the responsible IG Chemie adviser to the Works Council of the SCHOTT Group are entitled to participate in the meetings of the EuroForum. Neither member is subject to the above quota allotments.

3.2 Guests

The chairperson of the EuroForum may, in agreement with the Corporate Management Committee (i.e., SCHOTT AG Management Board and chief representatives of the SCHOTT AG) invite guests.

4. Representatives of the employers

The representatives of the employer for the EuroForum will be appointed directly by the Corporate Management Committee.

5. Information and consultation

The Corporate Management Committee will provide information on the following topics at the EuroForum:

- economical and financial position of the SCHOTT Group
- development of the employment situation in the SCHOTT Group
- essential changes to the organizational structure of the SCHOTT Group
- essential investment projects of the SCHOTT Group
- introduction of new working methods and manufacturing techniques or new production processes which are of significance to the SCHOTT Group
- issues relating to occupational safety and environmental protection
- issues relating to training and further education
- other matters essential to employees' interests and affecting the SCHOTT Group.

The chairperson of the EuroForum can propose further topics for discussion in coordination with the Corporate Management Committee.

6. Organization

6.1 Chair

The chairperson of the EuroForum and the deputies will be elected with simple majority for a term of four years by the employee representatives of the EuroForum.

6.2 Conference language

The conference language is either German or English at the discretion of the chairperson of the EuroForum; if possible, the chairperson should communicate the decision on the respective conference language already with the invitation to the EuroForum. Should interpreters be required, these will be provided by the SCHOTT AG.

6.3 Frequency of conferences and venue

In principle, the EuroForum meets once a year; the employee representatives may convene special meetings for the purpose of preparation and follow-up (see 3.1). In consultation with the Corporate Management Committee, the chairperson draws up the conference program and convenes the EuroForum. The venue is Mainz; upon agreement, other venues may be chosen.

Insofar as there are important transnational matters with serious consequences for the employees, such as the transfer, restriction or closure of enterprises, operations or facilities, extraordinary meetings of the EuroForum may be held in coordination with the Corporate Management Committee.

6.4 Costs

The costs of the EuroForum will be covered by the SCHOTT AG, the traveling expenses and accommodation costs of the delegates by the respective companies.

7. Further development

The signatories of this agreement announce their willingness to amend the agreement where necessary, and to bring it into line with new requirements for an economic policy to promote the growth and competitiveness of the SCHOTT Group in the European Union. This also applies for new activities of the SCHOTT Group in other European countries.

8. Rules of procedure

The EuroForum draws up rules of procedure which are agreed upon with the Corporate Management Committee and thus become part of the agreement.

9. Concluding provisions

This agreement comes into effect upon its completion. In the joint opinions of the parties to the agreement, it is a prior-ranking agreement as defined in Art. 13,

guideline 94/45 EU, of the Council of Europe from September 22, 1994, on the establishment of a European Works Council or the creation of a procedure for informing the employees and hearing their concerns in companies and groups of companies operating throughout the European Community.

Should any of the individual provisions of this agreement be invalid or not fulfil the above provision of Art. 13 of the guideline, the agreement as a whole or its individual provisions remain unaffected. In this case, the contracting parties without undue delay will modify or amend the agreement as required.

The agreement may be terminated by giving 12 months' notice to the end of the year. Notice of termination by the SCHOTT AG has to be made with the chairperson of the EuroForum. Notice of termination must be made in writing in order to be valid. The term of the agreement is 12 months.

After the expiry of this agreement its regulations continue to be effective until they have been replaced by another agreement.

Mainz, June 11, 2007

SCHOTT AG EuroForum

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