



CORPORATE HUMAN RESOURCES PHARMA
TRAINING & DEVELOPMENT

CERTIFICATE

We hereby certify that

Georg Zenner

successfully completed the

INTERNATIONAL LEADERSHIP PROGRAM

Giswil / Switzerland, 22 - 27 August 1999

A handwritten signature in black ink, appearing to read "Alain Rohaut".

Alain Rohaut

Head of HR & Communication

A handwritten signature in black ink, appearing to read "Max E. Ballmer".

Max E. Ballmer

Global HR Head
Organization & Talent Development

A handwritten signature in black ink, appearing to read "Hans Greuter".

Hans Greuter

Development & Training
Program Manager