

4/ Group management

Kudelski Group
Annual report 2004

4.1 Group executive management members 4.2 Other activities and vested interests

This information is provided in the individual CVs of the members of the Group management in the following pages.

Group management consists of the following:

André Kudelski

Chairman and Chief Executive Officer (CEO)

Pierre Roy

Executive Vice President
Chief Operating Officer (COO), Digital TV

Charles Egli

Executive Vice President
Chief Executive Officer (CEO), Nagra Public Access

Alan Guggenheim

Executive Vice President
Chief Executive Officer (CEO) of NagraStar

Mauro Saladini

Executive Vice President
Chief Financial Officer (CFO) of the Group

Adrienne Corboud Fumagalli

Executive Vice President Business Development

Nicolas Gœtschmann

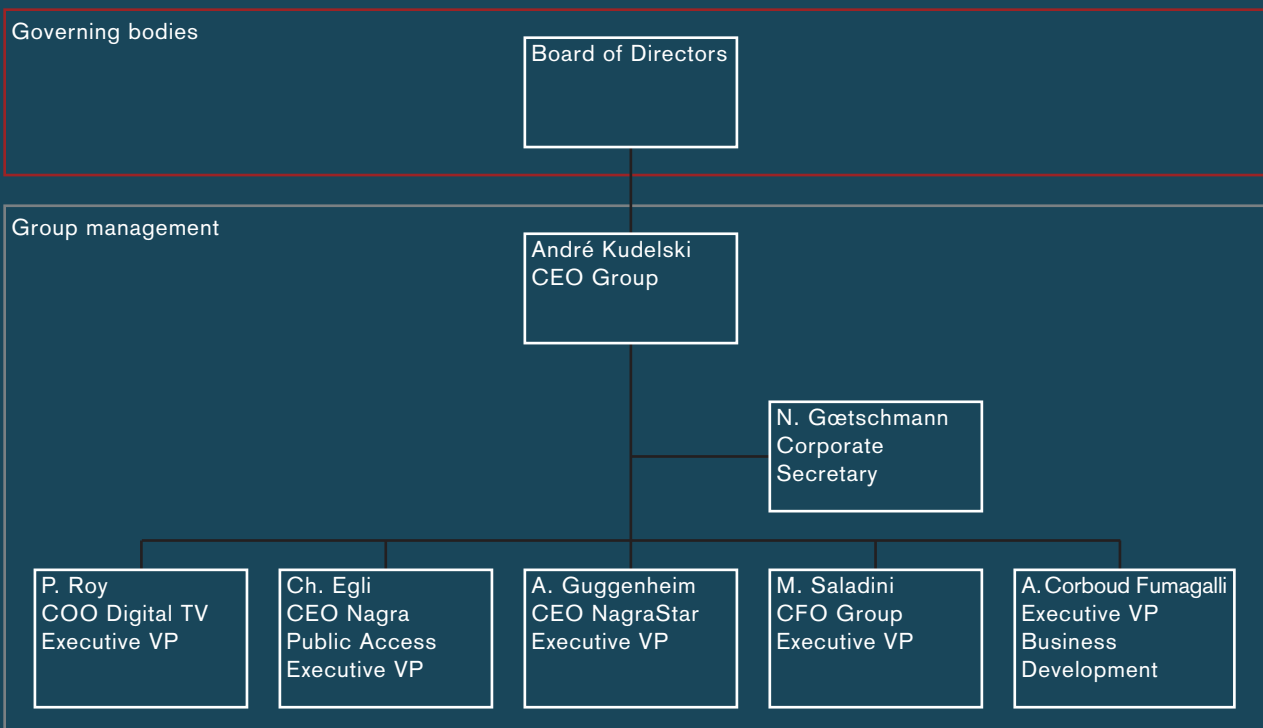
Corporate Secretary
Director of Group Administration

4.3 Management contracts

There were no management contracts in place at Kudelski SA on December 31, 2004.



From left to right: Charles Egli, Pierre Roy, Mauro Saladini, André Kudelski, Adrienne Corboud Fumagalli, Alan Guggenheim, Nicolas Gøetschmann



André Kudelski (1960)
Chairman and Chief Executive Officer (CEO)

Swiss nationality

André Kudelski obtained a degree in physical engineering from the Ecole Polytechnique Fédérale de Lausanne (Swiss Federal Institute of Technology) in 1984. He then held the position of R&D Engineer at Kudelski SA and in Silicon Valley, before becoming Pay TV Product Manager and then Director of NagraVision, the Pay TV division of Kudelski SA. In 1991, André Kudelski succeeded his father Stefan Kudelski to the position of Chairman and Chief Executive Officer of Kudelski SA. He has been on Kudelski SA's Board of Directors since 1987.

André Kudelski sits on the Boards of the Edipresse Group, Nestlé and Dassault Systèmes (France), among others. He is also a member of the Advisory Board of Credit Suisse, of the Swiss American Chamber of Commerce and of the Board of *economiesuisse*.

André Kudelski presides over the Strategy Committee of the Kudelski SA Board of Directors.

He also holds positions on the Boards of several Kudelski Group companies: NagraVision (Chief Executive Officer), NagraCard (Chief Executive Officer), Nagra Plus (President and Chief Executive Officer) and MediaCrypt (President).

André Kudelski is also a member of the Supervisory Board of SkiData.

Pierre Roy (1952)
Chief Operating Officer (COO) Digital TV
Executive Vice President

Swiss nationality

After obtaining a degree in business management from HEC, the business administration school of the University of Lausanne, in 1975, Pierre Roy began his professional career as a financial analyst with Procter & Gamble. Building on this initial experience, in 1977 he joined IBM as a commercial engineer. In 1979, he began his international career with Digital Equipment Corporation, where he held various management positions both within the European center in Geneva as well as abroad in the finance & administration and marketing & business management departments.

In 1992 he joined Kudelski SA as Managing Director of Nagra Audio, Business Development Director NagraVision and Managing Director of Précel SA (then a company belonging to the Kudelski Group).

Since 1999, he has managed his own business consultancy company and has worked in the telecommunications sector while continuing to contribute to strategic projects for NagraVision. On January 17, 2003 he was appointed Chief Operating Officer for the Digital TV entity of the Kudelski Group and Executive Vice President.

Pierre Roy is a member of the Board of NagraVision, NagraCard, NagraID, Livewire and Nagra Thomson Licensing.

Charles Egli (1948)
Chief Executive Officer (CEO) Nagra Public Access
Executive Vice President

Swiss nationality

Charles Egli has a degree in electronic engineering from the ETS technical college. He worked at Studer Revox in Zurich as an R&D engineer and then as a project manager until 1989, the year in which he joined NagraVision as project manager. He was appointed Chief Operating Officer of Kudelski SA in 1992, then on January 17, 2003 President and Chief Executive Officer of Nagra Public Access and Executive Vice President of the Kudelski Group. Charles Egli has also been CEO of SkiData since September 2004.

He sits on the Board of the following Kudelski Group companies: NagraVision, NagraCard, NagraID, Ticketcorner, SportAccess, SkiData (Schweiz), SkiData France, AccessArena and Tourist Data Shop.

Alan Guggenheim (1950)

Chief Executive Officer (CEO) NagraStar
Executive Vice President

French nationality – American nationality since 1991

Alan Guggenheim is an engineering graduate from the ESTP (France) and a graduate of the French Command and General Staff Reserve College. After serving as an engineer for Société Routière Colas in Paris and in the Antilles from 1976 to 1978, he was appointed Executive Director of the Conseil Régional du Patronat de la Guadeloupe (local representative of the CNPF and the CGPME). Until 1981 he was a member of the board of several organizations (Social Security, Retirement, Unemployment Compensation).

Having moved to California, he founded San Joaquin Software Systems, then CIS, Inc., of which he has been Chairman and CEO since 1986, representing and developing the activities of the Dassault Group in the United States in the field of communication, banking and multimedia from 1993 to 1998, and those of NagraVision since 1996.

Alan Guggenheim was a board member of SUCMANU in Paris between 1982 and 1986 and a founding member of the board of the Pacific State Bank in Stockton, CA, from 1985 until 1987.

Since 2000, Alan Guggenheim has been Chief Executive Officer of NagraStar, a company owned equally by the Kudelski Group and EchoStar.

He was appointed Executive Vice President of the Kudelski Group on January 17, 2003. He is also Chairman of Nagra USA, Inc. since 2003.

Mauro Saladini (1966)

Chief Financial Officer of the Group (CFO)
Executive Vice President

Swiss nationality

Mauro Saladini has a degree in electrical engineering from the ETHZ (Swiss Federal Institute of Technology Zurich) as well as an MBA from INSEAD, Fontainebleau, France.

After five years as a financial services consultant for Accenture, he joined Thema Consulting. He set up that company's Zurich branch and managed its activities in the cash flow and risk management sectors.

In 1997 he joined McKinsey & Co., where he became a partner in 2001. A major part of his work focused on corporate finance and strategy projects involving various industries, in particular media and telecommunications. In addition, Mauro Saladini was in charge of the Swiss Media Practice and joint head of the European Media Practice.

He joined the Kudelski Group as Chief Financial Officer and Executive Vice President on February 1, 2003.

Mauro Saladini is also member of the Supervisory Board of SkiData.

Adrienne Corboud Fumagalli (1958)

Executive Vice President Business Development

Swiss nationality

Italian nationality since 1993

A doctor of economics and social sciences and graduate of the University of Fribourg, Adrienne Corboud Fumagalli has for several years been a researcher, lecturer and consultant in the field of media and information technology policies for various institutions (University of Fribourg, DAMS Bologna, CNRS Paris and McGill University, Montreal). Between 1997 and 2000, she held various positions with Swisscom in Berne, in particular as Business Development Manager and then Marketing Director. She joined the Kudelski Group as Corporate Secretary in November 2000. In January 2004, she was appointed Executive Vice President in charge of Business Development.

Adrienne Corboud Fumagalli is a member of the Board of NagraID, AccessArena and Livewire.

Nicolas Goetschmann (1960)

Corporate Secretary – Director of Administration

Swiss nationality

Nicolas Goetschmann is an economics graduate from the University of Fribourg. Between 1986 and 1989 he held the position of Private Client Executive for Credit Suisse in Geneva, before becoming a Fund Manager for Kestrel SA in Neuchâtel. In 1990 he joined the Kudelski Group as Director of Finance and Administration. At the beginning of 2004 he became Corporate Secretary to the Kudelski Group while still Director of Group Administration.

Nicolas Goetschmann is a member of the Board of Lysis SA and Leman Consulting, two Kudelski Group companies.