

## Directors

### Executive Directors

**Alun Cathcart** (60) appointed 3 February 1997  
*Interim Chief Executive (since November 2003) and Deputy Chairman (since May 2002).*

Until 1 January 1999 he was Chairman and Chief Executive of Avis Europe plc. He spent 14 years in executive positions in the transportation industry before joining Avis Europe in 1980, and became Chief Executive in 1983. He is the non-executive Chairman of The Rank Group, as well as Deputy Chairman of Belron International. He is also a Director of Tikkun UK Limited.

**Lesley Colyer** (51) appointed 18 April 2002  
*Group Personnel & Corporate Affairs Director (since April 2002)*  
She joined Avis Europe in April 1977 and held a variety of positions before being appointed Director of Personnel in 1990. She assumed her current responsibilities at flotation in 1997. Prior to joining Avis, she worked for the Jaeger Group and Harrods.

**Martyn Smith** (48) appointed 11 September 2002  
*Group Finance Director (since September 2002)*  
He joined Avis Europe from John Menzies plc where he had held the position of Group Finance Director from 1999. Prior to joining Menzies, he was Group Financial Controller for Inchcape plc, and previously held a number of financial roles with Inchcape plc and Rothmans International.

**Dieter Woitscheck** (51) appointed 8 January 2001  
*Group Director Business Development, Operations & Fleet (since November 2003)*  
He joined Avis Group as Marketing and Sales Director in 1989 and was appointed Managing Director of the German business in April 1993. Prior to joining Avis, he held a number of Marketing and Sales positions including five years with Procter & Gamble and three years as International Marketing Director within the Freudenberg Group. He is a non-executive Director of Europlex BV.

### Non-executive Directors

**Sir Bob Reid** (69)†\* appointed 3 February 1997  
*Chairman (since May 2002)*  
He is Deputy Governor of the Bank of Scotland and Chairman of the International Petroleum Exchange and IPE Holdings plc. He is a non-executive Director of Siemens plc and The Merchants Trust plc. He is also Chancellor of the Robert Gordon University. He was formerly Chairman of British Rail, Shell UK, Sears plc and British Borneo Oil and Gas plc.

**Jean-Pierre Bizet** (56)\* appointed 29 October 2002  
He was appointed a non-executive Director of the Board in October 2002. He is Group Executive Vice President of D'Ieteren s.a.

**Roland D'Ieteren** (62)† appointed 3 February 1997  
He is President and Chief Executive Officer of s.a. D'Ieteren n.v. and was appointed to this position in 1975. He joined s.a. D'Ieteren n.v. in 1971. He is a non-executive Director of Belron s.a.

**Gilbert van Marcke de Lummen** (66) appointed 3 February 1997  
From November 1987 until the sale of the Group's leasing business he was Group Leasing Director. He has been employed by s.a. D'Ieteren n.v. since 1962, retired in 2002 and is a member of the Board of s.a. D'Ieteren n.v. and Managing Director of D'Ieteren Invest s.a. He is a non-executive Director of Belron s.a.

**Malcolm Miller** (48)†\* appointed 2 December 2001  
He is Chief Executive Officer of Raymarine Group Limited. He was Chief Executive of Pace Micro Technology plc from 1997 to 2002, and was formerly Chief Executive, Europe for Sega. His earlier career was with Amstrad PLC, culminating in appointment as Managing Director.

**Axel von Ruedorffer** (61)†\* appointed 27 June 2001  
From 1984 to 2002 he was a member of the Board of Managing Directors of Commerzbank AG, having joined the bank in 1967 and was responsible for Accounting and Taxes, Compliance, Financial Control and Internal Audit. He is a non-executive Director of a number of companies, including Audi, Hypovereinsbank-Essen and Mediobanca.

**Kevin M Sheehan** (50) appointed 26 February 2004  
He is Chairman and Chief Executive of the Vehicle Services Division of Cendant Corporation (formerly HFS, Incorporated) having previously served as Chief Financial Officer of Cendant. Before joining Cendant, he was President of Avis Holdings, Inc., and prior to that was a senior Vice President of HFS, Incorporated. He has over 20 years of financial experience encompassing financial management and strategy, and previously worked for STT Video Partners, Reliance Group and Deloitte & Touche.

†Member of the Remuneration and Appointments Committee

\*Member of the Audit Committee