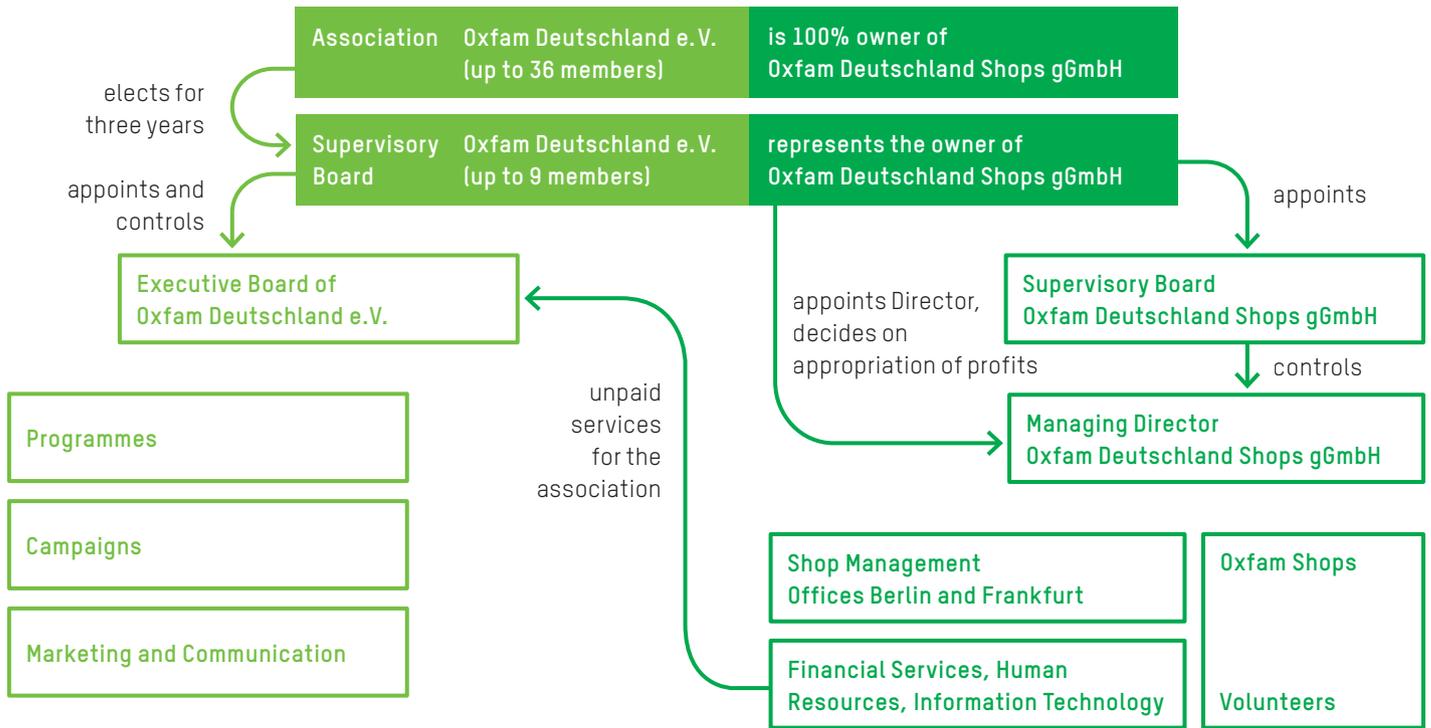


OXFAM GERMANY'S STRUCTURE



Oxfam Deutschland e.V. (the association) and Oxfam Deutschland Shops gGmbH (the gGmbH) are managed separately from each other. The executive board of the association consists of Marion Lieser (chair) and Jan Heser. The gGmbH is managed by Jan Heser. The gGmbH is a 100% subsidiary of the non-profit-association and runs the Oxfam shops which make an essential financial contribution to the association and raise public awareness for its work.

The association's supervisory board appoints and controls its executive board. Furthermore it appoints the supervisory board as well as the managing director of the gGmbH. The gGmbH's supervisory board controls its managing director. Both supervisory boards strictly separate their control and managerial duties from their executive board / managing directors.

The supervisory board of the association and – partly – the supervisory board of the gGmbH is recruited from the members of the association. The supervisory board members of both organizations work on a voluntary basis. The executive board members of the association and the managing director of the gGmbH are paid full-time employees.