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## MANAGING & ANTICIPATING CHANGE AT ARCELORMITTAL

### APPENDIX # 1

Austria  
Belgium  
Bosnia and Herzegovina  
Bulgaria  
Czech Republic  
Croatia  
Cyprus  
Denmark  
F.Y.R. of Macedonia  
Finland  
France  
Germany  
Greece  
Hungary  
Iceland  
Ireland  
Italy  
Kosovo  
Luxembourg  
Malta  
Montenegro  
Norway  
Poland  
Portugal  
Romania  
Serbia  
Slovakia  
Slovenia  
Spain  
Sweden  
Switzerland  
The Netherlands  
Turkey  
United Kingdom