

Appendix No. 1 to current report no 100/2020:

**Resolution No. 1
of the Extraordinary General Meeting
of „Work Service” S.A.
dated 27 November 2020
on the election of the Chairman of the Extraordinary General Meeting
§1.**

The Extraordinary General Meeting of “Work Service” S.A. with its registered office in Wrocław decides to elect the Chairman of the Extraordinary General Meeting in person of Mr. Jan Jarmul.

§2.

This resolution enters into force on the day of its adoption.

Having carried out a secret ballot, Chairman of the Extraordinary General Meeting announced the results:

“in favour” 35.145.778 votes;

“against” 0 votes;

“abstained” 43.124 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company’s share capital.

Resolution was adopted.

**Resolution No. 2
of the Extraordinary General Meeting
of „Work Service” S.A.
dated 27 November 2020
on approval of the agenda.**

§1.

The Extraordinary General Meeting of “Work Service” S.A. with its registered office in Wrocław (the “**Company**”) approves the following Agenda:

1. The opening of the Extraordinary General Meeting.
2. Appointment of the Chairman of the Extraordinary General Meeting.
3. Statement of the validity of the convocation of the Extraordinary General Meeting and its ability to adopt resolutions.
4. Accepting the agenda of the Extraordinary General Meeting.
5. Adoption of a resolution on (i) the increase in the Company’s share capital by the amount of PLN 2,820,512.80 (two million eight hundred twenty thousand five hundred twelve zloty 80/100) through issuance of new ordinary X series bearer shares in number of 28,205,128 (twenty eight million two hundred five thousand and one hundred twenty eight) shares, waiver, in whole, of the pre-emptive right of the existing shareholders to all new issue X series shares, (ii) dematerialization of and applying for new issue X series shares to be admitted and entered to trading in the regulated market of the Warsaw Stock Exchange (*Gielda Papierów Wartościowych w Warszawie S.A.*) and (iii) amending the Company’s Articles of Association;

6. Adoption of the resolution on adopting the consolidated text of the Company's Articles of Association.
7. Any Other Business.
8. Closing of the Extraordinary General Meeting.

§2.

This resolution enters into force on the day of its adoption.

Having carried out an open ballot, Chairman of the Extraordinary General Meeting announced the results:

"in favour" 33.261.010 votes;

"against" 1.894.768 votes;

"abstained" 33.124 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company's share capital.

Resolution was adopted.

**Resolution No. 3
of the Extraordinary General Meeting
of „Work Service” S.A.
dated 27 November 2020**

on: (i) the increase in the Company's share capital by the amount of PLN 2,820,512.80 (two million eight hundred twenty thousand five hundred twelve zloty 80/100) through issuance of new ordinary X series bearer shares in number of 28,205,128 (twenty eight million two hundred five thousand and one hundred twenty eight) shares, waiver, in whole, of the pre-emptive right of the existing shareholders to all new issue X series shares, (ii) dematerialization of and applying for new issue X series shares to be admitted and entered to trading in the regulated market of the Warsaw Stock Exchange (*Giełda Papierów Wartościowych w Warszawie S.A.*) and (iii) amending the Company's Articles of Association

§ 1

The Extraordinary General Meeting of "Work Service" S.A. with its registered office in Wrocław (the "**Company**"), acting pursuant to art. 430, 431 § 2 clause 1, art. 431 § 7 in connection with art. 310, 432 of the Commercial Companies Code ("**CCC**"), art. 5 of the Financial Instruments Trading Act and §10 par. 1 letter f of the Company's Articles of Association hereby resolves as follows:

1. The Company's share capital shall be increased from the amount of PLN 6,559,063.80 (six million, five hundred and fifty nine thousand, sixty three zloty and 80/100) by the amount of PLN 2,820,512.80 (two million eight hundred twenty thousand five hundred twelve zloty 80/100) to the amount of PLN 9,379,576.60 (nine million three hundred seventy nine thousand five hundred seventy six zloty 60/100) through issuance of new ordinary X series bearer shares in the number of 28,205,128 (twenty eight million two hundred five thousand and one hundred twenty eight) shares with the nominal value of PLN 0.10 (ten grosz) and the issue price of PLN 0.39 (thirty nine grosz) each ("**X Series Shares**").
2. The issue of X Series Shares shall be carried through private subscription within the meaning of art. 431 § 2 clause 1 CCC and shall be addressed exclusively to Gi

International S.R.L. with its registered office in Milan, Italy (“**Authorised Investor**”) (“**Private Subscription**”).

3. The offer of X Series Shares shall be effected pursuant to art. 1 par. 4 letter b of Regulation (EU) 2017/1129 of the European Parliament and of the Council on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC, i.e. only to the Authorised Investor being a legal person other than the qualified investors in the total number not exceeding 150.
4. In order to take part in the issue of X Series Shares, the Authorised Investor shall be submitted with an offer to take up all X Series Shares on the terms and conditions specified in this resolution and determined by the Management Board (“**Offer**”). As a result of the Offer’s receipt the Authorised Investor shall submit to the Company a written declaration on acceptance of the Offer.
5. The allocation of the X Series Shares to the Authorised Investor shall occur on the basis of X Series Shares subscription agreement executed by the Company and the Authorised Investor as a result of the Offer’s acceptance by the Authorised Investor (“**X Series Shares Subscription Agreement**”).

§ 2

Pursuant to art. 433 § 2 CCC, in the Company’s interest, the pre-emptive right to X Series Shares due to the Company’s shareholders shall be waived in its entirety. A written opinion of the Company’s Management Board justifying waiver of the pre-emptive right of the existing shareholders to X Series Shares and specifying the issue price of an X Series Share has been presented to the Extraordinary General Meeting of the Company and constitutes the attachment to this resolution.

§ 3

The Extraordinary General Meeting of the Company hereby authorises the Company’s Management Board to take all actions connected with the increase in the share capital referred to in this resolution, including all necessary actions in order to offer X Series Shares by way of Private Subscription within the meaning of art. 431 § 2 clause 1 CCC and to define detailed conditions of taking up X Series Shares, e.g. to determine deadlines for submission of statement on accepting the Offer and conclusion by the Company of X Series Shares Subscription Agreement, while the conclusion by the Company of X Series Share subscription agreement can be effected not later than within 5 (five) months of the date of passing this resolution.

§ 4

X Series Shares will be paid in return for cash contributions.

§ 5

1. X Series Shares shall be issued in form of a document, unless the applicable laws or Krajowy Depozyt Papierów Wartościowych S.A. (the Central Securities Depository of Poland) (“**KDPW**”) regulations valid on the date of issuance of X Series Shares will obligatorily require a dematerialized form. It means that in each case the Management Board should exercise due care in order to enable the investor to exercise all rights under X Series Shares in a possibly short time.

2. X Series Shares shall be the subject of application for admitting and introducing to trading in the regulated market of the Warsaw Stock Exchange (“**GPW**”) if all the requirements stipulated by the law or GPW regulations have been met. The Company’s Management Board shall be authorised to take all necessary actions connected with admission of and entry to the GPW regulated market of X Series Shares in accordance with this resolution.
3. The Company’s Management Board shall be authorised to conclude with KDPW the agreement for registration of X Series Shares in the securities depository and to perform all and any necessary operations connected with their dematerialization.

§ 6

The Company’s Management Board shall be authorised to make decision on withdrawal from implementation of this resolution, suspension of its implementation, withdrawal from conducting the Private Subscription within the meaning of art. 431 § 2 clause 1 CCC or on suspension thereof at any time.

§ 7

X Series Shares shall participate in dividend for a given financial year on the following conditions:

- a) If X Series Shares are released to Authorised Investor in the period from the beginning of the financial year until the date of dividend referred to in art. 348 § 2 CCC inclusive, these shares shall participate in profit from the first day of the financial year preceding directly the year during which they were released;
- b) If X Series Shares are released to Authorised Investor in the period after the date of dividend referred to in art. 348 § 2 CCC until the end of the financial year – the shares shall participate in profit starting the first day of the financial year during which they were released.

§ 8

1. The Extraordinary General Meeting of the Company hereby decides that § 6 par. 1 of the Company’s Articles of Association shall be amended so that it shall read as follows:

“§ 6

1. *The Company’s share capital amounts to PLN 9,379,576.60 (nine million three hundred seventy-nine thousand five hundred seventy-six zloty 60/100) and is divided into:*
 - a) *750,000 (seven hundred and fifty thousand) series A shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - b) *5,115,000 (five million, one hundred and fifteen thousand) series B shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - c) *16,655,000 (sixteen million, six hundred and fifty-five thousand) series C shares with the nominal value of 0.10 (ten) grosz each,*
 - d) *100,000 (one hundred thousand) series D shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - e) *100,000 (one hundred thousand) series E shares with the nominal value of PLN 0.10 (ten) grosz each,*

- f) 7,406,860 (seven million, four hundred and six thousand, eight hundred and sixty) series F shares with the nominal value of PLN 0.10 (ten) grosz each,
 - g) 2,258,990 (two million, two hundred and fifty-eight thousand, nine hundred and ninety) series G shares with the nominal value of PLN 0.10 (ten) grosz each,
 - h) 9,316,000 (nine million, three hundred and sixteen thousand) series H shares with the nominal value of PLN 0.10 (ten) grosz each,
 - i) 1,128,265 (one million, one hundred and twenty-eight thousand, two hundred and sixty-five) series K shares with the nominal value of PLN 0.10 (ten) grosz each,
 - j) 5,117,881 (five million, one hundred and seventeen thousand, eight hundred and eighty-one) series L shares with the nominal value of PLN 0.10 (ten) grosz each,
 - k) 12,000,000 (twelve million) series N shares with the nominal value of PLN 0.10 (ten) grosz each,
 - l) 91,511 (ninety-one thousand, five hundred and eleven) series P shares with the nominal value of PLN 0.10 (ten) grosz each,
 - ł) 5,000,000 (five million) series S shares with the nominal value of PLN 0.10 (ten) grosz each,
 - m) 55,316 (fifty-five thousand, three hundred and sixteen) series T shares with the nominal value of PLN 0.10 (ten) grosz each,
 - n) 171,750 (one hundred and seventy-one thousand, seven hundred and fifty) series R shares with the nominal value of PLN 0.10 (ten) grosz each,
 - o) 225,750 (two hundred and twenty-five thousand, seven hundred and fifty) series U shares with the nominal value of PLN 0.10 (ten) grosz each,
 - p) 98,315 (ninety-eight thousand, three hundred and fifteen) series W shares with the nominal value of PLN 0.10 (ten) grosz each,
 - q) 28,205,128 (twenty-eight million two hundred five thousand and one hundred twenty-eight) series X shares with the nominal value of PLN 0.10 (ten) grosz each.
2. The Extraordinary General Meeting of the Company hereby decides to delete § 6a - § 6 c of the Company's Articles of Association.
 3. The Extraordinary General Meeting of the Company hereby decides that the existing § 6d shall be marked as § 6a of the Company's Articles of Association.
 4. The Extraordinary General Meeting of the Company hereby decides that the existing § 6e shall be marked as § 6b of the Company's Articles of Association and shall read as follows:

“§ 6b

On account of the conditional increase in the share capital indicated in § 6a above by the amount not greater than PLN 29,100 (twenty nine thousand, one hundred zloty) through the issuance of not more than 291,000 (two hundred and ninety one thousand)

of ordinary series Y bearer shares, in the case of which release (within the meaning of art. 451 §2 second sentence of the Commercial Companies Code) of such shares to the authorised persons under series F Subscription Warrants shall take place along with their dematerialisation in the securities deposit kept by Krajowy Depozyt Papierów Wartościowych S.A., the nominal value of the conditional increase in the Company's share capital shall amount jointly to PLN 29,100 (twenty-nine thousand, one hundred zloty)."

§ 9

The resolution shall enter into force on the date of being passed.

Having carried out an open ballot, Chairman of the Extraordinary General Meeting announced the results:

"in favour" 33.261.010 votes;

"against" 1.927.892 votes;

"abstained" 0 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company's share capital.

Resolution was adopted.

**Resolution No. 4
of the Extraordinary General Meeting
of "Work Service" S.A.
dated 27 November 2020
on ordering a break in the Meeting.**

§ 1.

The Extraordinary General Meeting of the Company decides to order a break in the Meeting until December 17, 2020, 10:30.

§ 2.

The resolution comes into force upon its adoption.

Having carried out an open ballot, Chairman of the Extraordinary General Meeting announced the results:

"in favour" 1.927.892 votes;

"against" 33.261.010 votes;

"abstained" 0 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company's share capital.

Resolution was not adopted.

**Resolution No. 5
of the Extraordinary General Meeting
of "Work Service" S.A.
dated 27 November 2020
on ordering a break in the Meeting.**

§ 1.

The Extraordinary General Meeting of the Company decides to order a break in the Meeting until December 17, 2020, 10:30.

§ 2.

The resolution comes into force upon its adoption.

Having carried out an open ballot, Chairman of the Extraordinary General Meeting announced the results:

“in favour” 1.927.892 votes;

“against” 33.261.010 votes;

“abstained” 0 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company's share capital.

Resolution was not adopted.

**‘Resolution No. 3/2020
of the Extraordinary General Meeting
of „Work Service” S.A.
dated 27 November 2020**

on: (i) the increase in the Company's share capital by the amount of PLN 3,279,531.90 through issuance of new ordinary X series bearer shares in number of 32,795,319 shares, (ii) dematerialization of and applying for new issue X series shares to be admitted and entered to trading in the regulated market of the Warsaw Stock Exchange (*Giełda Papierów Wartościowych w Warszawie S.A.*) and (iii) amending the Company's Articles of Association

§ 1

The Extraordinary General Meeting of “Work Service” S.A. with its registered office in Wrocław (the “**Company**”), acting pursuant to art. 430, 431 § 2 clause 2, art. 431 § 7 in connection with art. 310, 432 of the Commercial Companies Code (“**CCC**”), art. 5 of the Financial Instruments Trading Act and §10 par. 1 letter f of the Company's Articles of Association hereby resolves as follows:

1. The Company's share capital shall be increased from the amount of PLN 6,559,063.80 by the amount of maximum PLN 3,279,531.90, to the amount of maximum PLN 9,838,595.70 through issuance of new ordinary X series bearer shares in the number of 32,795,319 shares with the nominal value of PLN 0.10 (ten grosz) and the issue price of PLN 0.39 (thirty nine grosz) each (“**X Series Shares**”).
2. The issue of X Series Shares shall be carried on the basis of art. 431 § 2 clause 2, with pre-emptive rights for the existing shareholders.
3. The offer of the Series X Shares will be carried out in accordance with Regulation (EU) 2017/1129 of the European Parliament and of the Council on the prospectus to be published in connection with the public offering of securities or their admission to trading on a regulated market and the repeal of the Directive 2003/71 AA/E.
4. The share capital will be increased irrespective of the number of series X shares subscribed for within the limit specified in point 1 of this Resolution, in the amount corresponding to the number of shares taken up. The Management Board is authorized and obliged to submit, in the form of a notarial deed, a declaration of the amount covered by the share capital increase and to specify the amount of the share capital increase in the Articles of Association prior to the registration of the share capital increase.
5. There are no special rights or obligations associated with the series X shares, beyond those resulting from legal regulations, in particular the CCC.

6. Series X Shares will be issued only in exchange for cash contributions made in full prior to the registration of the share capital increase.
7. Series X Shares are granted the right to participate in the dividend for a given financial year under the following conditions: -----
 - a. If the Series X Shares are issued to the shareholders in the period from the beginning of the financial year to the dividend date referred to in Art. 348 § 2 of the Commercial Companies Code inclusive, these shares participate in the profit starting from the first day of the financial year directly preceding the year in which they were issued; -----
 - b. If the Series X Shares are issued to the shareholders in the period after the dividend date, as provided for in Art. 348 § 2 of the Commercial Companies Code until the end of the financial year - these shares participate in the profit starting from the first day of the financial year in which they were issued
8. The collection date, i.e. the date according to which the shareholders who are entitled to subscription of series X shares are determined, shall be February 24, 2021 .-----
9. The existing shareholder will be entitled to 1 Series X Share for 2 (two) shares .-----

10. The Management Board is hereby authorized to define the detailed terms and conditions of the issue of Series X Shares; ie:
 - a. Determining the issue price of series X shares, the price may not be lower than the average market price of the Company's shares for the 3 months preceding the adoption of this Resolution, during which the Company's shares were traded on the WSE in Warsaw, provided that the average market price shall be the price being the arithmetic mean of the average daily prices weighted by the volume of trading for a given period
 - b. determining the start and closing dates of the subscription for Series X Shares; --

 - c. determining the date of exercising the pre-emptive right to series X Shares; -----
 - d. define the detailed rules for the allocation of Series X Shares in accordance with Art. 436 of the Code of Commercial Companies.
11. X-series shares, subscription rights to X-series shares and rights to X-series shares will be the subject of applying for admission and introduction to exchange trading on the Warsaw Stock Exchange. As a consequence, the Series X Shares and the rights to the Series X Shares will have a dematerialized form .-----
12. The performance of this Resolution, and in particular the performance of any other organizational and legal activities related to the implementation of this resolution, falls within the competence of the Management Board of the Company. In particular, the Management Board is authorized to: -----
 - a. allocation of Shares pursuant to Art. 436 § 4 of the Code of Commercial Companies;
 - b. concluding an agreement referred to in Art. 5 of the Act on Trading in Financial Instruments; -----
 - c. take any other actions required by law necessary to admit and introduce to trading the Series X Shares and the Right to Series X Shares on the regulated market and their dematerialisation.

§ 2

1. The Extraordinary General Meeting of the Company hereby decides that § 6 par. 1 of the Company's Articles of Association shall be amended so that it shall read as follows:

“§ 6

1. *The Company's share capital amounts to PLN 9,838,595.70 and is divided into:*
 - a) *750,000 (seven hundred and fifty thousand) series A shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - b) *5,115,000 (five million, one hundred and fifteen thousand) series B shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - c) *16,655,000 (sixteen million, six hundred and fifty-five thousand) series C shares with the nominal value of 0.10 (ten) grosz each,*
 - d) *100,000 (one hundred thousand) series D shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - e) *100,000 (one hundred thousand) series E shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - f) *7,406,860 (seven million, four hundred and six thousand, eight hundred and sixty) series F shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - g) *2,258,990 (two million, two hundred and fifty-eight thousand, nine hundred and ninety) series G shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - h) *9,316,000 (nine million, three hundred and sixteen thousand) series H shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - i) *1,128,265 (one million, one hundred and twenty-eight thousand, two hundred and sixty-five) series K shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - j) *5,117,881 (five million, one hundred and seventeen thousand, eight hundred and eighty-one) series L shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - k) *12,000,000 (twelve million) series N shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - l) *91,511 (ninety-one thousand, five hundred and eleven) series P shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - ł) *5,000,000 (five million) series S shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - m) *55,316 (fifty-five thousand, three hundred and sixteen) series T shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - n) *171,750 (one hundred and seventy-one thousand, seven hundred and fifty) series R shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - o) *225,750 (two hundred and twenty-five thousand, seven hundred and fifty) series U shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - p) *98,315 (ninety-eight thousand, three hundred and fifteen) series W shares with the nominal value of PLN 0.10 (ten) grosz each,*
 - q) *28,205,128 (twenty-eight million two hundred five thousand and one hundred*

twenty-eight) series X shares with the nominal value of PLN 0.10 (ten) grosz each.

2. The Extraordinary General Meeting of the Company hereby decides to delete § 6a - § 6c of the Company's Articles of Association.
3. The Extraordinary General Meeting of the Company hereby decides that the existing § 6d shall be marked as § 6a of the Company's Articles of Association.
4. The Extraordinary General Meeting of the Company hereby decides that the existing § 6e shall be marked as § 6b of the Company's Articles of Association and shall read as follows:

“§ 6b

On account of the conditional increase in the share capital indicated in § 6a above by the amount not greater than PLN 29,100 (twenty nine thousand, one hundred zloty) through the issuance of not more than 291,000 (two hundred and ninety one thousand) of ordinary series Y bearer shares, in the case of which release (within the meaning of art. 451 §2 second sentence of the Commercial Companies Code) of such shares to the authorised persons under series F Subscription Warrants shall take place along with their dematerialisation in the securities deposit kept by Krajowy Depozyt Papierów Wartościowych S.A., the nominal value of the conditional increase in the Company's share capital shall amount jointly to PLN 29,100 (twenty-nine thousand, one hundred zloty).”

§ 9

The resolution shall enter into force on the date of being passed, however the amendment to the Articles of Association introduced by this resolution takes place upon its registration by the court.'

Having carried out an open ballot on Resolution no 6 (in title: “Resolution no 3/2020”), Chairman of the Extraordinary General Meeting announced the results:

“in favour” 1.927.892 votes;

“against” 33.261.010 votes;

“abstained” 0 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company's share capital.

Resolution no 6 (in title “Resolution no 3/2020”) was not adopted.

**Resolution No. 7
of the Extraordinary General Meeting
of “Work Service” S.A.
dated 27 November 2020**

on adopting the consolidated text of the Articles of Association of “Work Service” S.A.

§ 1.

The Extraordinary General Meeting of “Work Service” S.A. with its registered office in Wrocław (the “**Company**”), hereby adopts the consolidated text of the Company's Articles of Association, taking into account amendments covered by the Resolution no. 3 above, in the following wording:

ARTICLES OF ASSOCIATION

**of „WORK SERVICE” joint-stock company with its registered seat in Wrocław
- consolidated text of the Articles of Association of the Company adopted on the basis
of the resolutions of Extraordinary General Meeting of November 27, 2020**

GENERAL PROVISIONS

§ 1

The business name of the Company shall be: “WORK SERVICE” Spółka Akcyjna.

§ 2

The Company may use an abbreviated business name in the following form: “WORK SERVICE” S.A.

§ 3

The registered seat of the Company shall be in Wrocław.

§ 4

1. The Company shall operate in the Republic of Poland and abroad.
2. The Company may establish branches and other organizational units and found companies and merge with existing companies and participate in all legally permitted organizational and legal relationships.
3. The Company has been established for an indefinite time.
4. Deleted.
5. The founders of the Company are: Roman Augustyniak, Tomasz Nowak, Tomasz Szpikowski.

OBJECTS OF THE COMPANY

§ 5

1. The objects of the Company comprise:
 - 1) 10.32.Z Manufacture of fruit and vegetable juices,
 - 2) 15.11.Z Tanning and dressing of leather; dressing and dyeing of fur,
 - 3) 15.12.Z Manufacture of luggage, handbags and similar leather goods; manufacture of saddlery,
 - 4) 35.11.Z Production of electricity,
 - 5) 36.00.Z Water collection, treatment and supply,
 - 6) 38.12.Z Collection of hazardous waste,
 - 7) 41.10.Z Realization of building projects related to erection of buildings
 - 8) 42.1 Works related to construction of roads and railways,
 - 9) 42.2 Works related to construction of residential and non-residential buildings,

- 10) 42.9 Construction of other civil engineering projects, not elsewhere classified,
- 11) 43.99 Other specialised construction activities n.e.c.,
- 12) 45.20.Z Repair and Maintenance of motor vehicles, excluding motorcycles,
- 13) 46.1 Wholesale on a fee or contract basis,
- 14) 46.24.Z Wholesale of hides, skins and leather,
- 15) 46.34.B Wholesale of non-alcoholic beverages,
- 16) 46.42.Z Wholesale of clothing and footwear,
- 17) 46.49.Z Wholesale of other household goods,
- 18) 46.76.Z Wholesale of other intermediate products,
- 19) 46.90.Z Non-specialised wholesale trade,
- 20) 47.19.Z Other retail sale in non-specialised stores,
- 21) 47.30.Z Retail sale of fuel for motor vehicles in fuel stations,
- 22) 47.4 Retail sale of information and communication technology in specialised stores,
- 23) 47.5 Retail sale of electrical household appliances in specialised stores,
- 24) 47.71.Z Retail sale of clothing in specialised stores,
- 25) 47.72.Z Retail sale of footwear and leather goods in specialised stores,
- 26) 47.79.Z Retail sale of second-hand goods in stores,
- 27) 47.91.Z Retail sale via mail order houses or via Internet,
- 28) 47.99.Z Other retail sale not in stores, stalls or markets,
- 29) 49.39.Z Other passenger land transport n.e.c.,
- 30) 49.41.Z Freight transport by road,
- 31) 49.42.Z Removal services,
- 32) 52.10.B Warehousing and storage,
- 33) 52.21.Z Service activities incidental to land transportation,
- 34) 52.24 Cargo handling,
- 35) 55.10.Z Hotels and similar accommodation,
- 36) 56.10.A Restaurants and mobile food service activities,
- 37) 58.1 Publishing of books, periodicals and other publishing activities,
- 38) 58.21.Z Publishing of computer games,
- 39) 58.29.Z Other software publishing,
- 40) 59.1 Motion picture, video and television programme related activities,
- 41) 59.20 Sound recording and music publishing activities,
- 42) 60.10.Z Radio broadcasting,
- 43) 60.20.Z Television programming and broadcasting activities,
- 44) 61.10.Z Wired telecommunications activities,

- 45) 61.20.Z Wireless telecommunications activities, excluding satellite telecommunications activities
- 46) 61.30.Z Satellite telecommunications activities,
- 47) 61.90.Z Other telecommunications activities,
- 48) 62.01.Z Computer programming activities,
- 49) 62.02.Z Computer consultancy activities,
- 50) 62.03.Z Computer facilities management activities,
- 51) 62.09.Z Other information technology and computer service activities,
- 52) 63.11.Z Data processing, hosting and related activities,
- 53) 63.12.Z Web portals,
- 54) 63.99.Z Other information service activities n.e.c.,
- 55) 64.19.Z Other monetary intermediation,
- 56) 64.9 Other financial service activities, except insurance and pension funding,
- 57) 66.1 Activities auxiliary to financial services, except insurance and pension funding,
- 58) 68.10.Z Buying and selling of own real estate,
- 59) 68.20.Z Renting and operating of own or leased real estate,
- 60) 68.31.Z Real estate agencies,
- 61) 68.32.Z Management of real estate on a fee or contract basis,
- 62) 69.20.Z Accounting, bookkeeping and auditing activities; tax consultancy,
- 63) 70.21.Z Public relations and communication activities,
- 64) 70.22.Z Business and other management consultancy activities,
- 65) 71.20.A Technical testing and analysis,
- 66) 71.20.B Other technical research and analysis,
- 67) 73.11.Z Advertising agencies,
- 68) 73.12.A Intermediation in the sale of time and space on advertising aims in the radio and television,
- 69) 73.12.B Intermediation in the sale of time and space on advertising aims in the printed media,
- 70) 73.12.C Intermediation in the sale of time and space on advertising aims in the Internet,
- 71) 73.12.D Intermediation in the sale of time and space on advertising aims in other media,
- 72) 73.20.Z Market research and public opinion polling,
- 73) 74.10.Z Specialised design activities,
- 74) 74.20.Z Photographic activities,
- 75) 74.30.Z Translation and interpretation activities,

- 76) 74.90.Z Other professional, scientific and technical activities n.e.c.,
 - 77) 77.11.Z Renting and leasing of cars and light motor vehicles,
 - 78) 77.12.Z Renting and leasing of trucks,
 - 79) 77.29.Z Renting and leasing of other personal and household goods,
 - 80) 77.33.Z Rental and leasing of office machinery and equipment (including computers),
 - 81) 77.39.Z Rental and leasing of other machinery, equipment and tangible goods n.e.c.,
 - 82) 78.10.Z Activities of employment placement agencies,
 - 83) 78.20.Z Temporary employment agency activities,
 - 84) 78.30.Z Other human resources provision,
 - 85) 79.90.C Other reservation service and related activities,
 - 86) 81.10.Z Building service support activities,
 - 87) 81.21.Z General cleaning of buildings,
 - 88) 81.22.Z Specialized building and industrial cleaning activities,
 - 89) 81.29.Z Other cleaning activities,
 - 90) 82.20.Z Activities of call centres,
 - 91) 82.91.Z Activities of collection agencies and credit bureaus,
 - 92) 82.92.Z Packaging activities,
 - 93) 82.99.Z Other business support service activities n.e.c.,
 - 94) 85.59.B Other out of school forms of education n.e.c.,
 - 95) 85.60.Z Educational support activities,
 - 96) 90.0 Creative, arts and entertainment activities,
 - 97) 92.00.Z Gambling and betting activities,
 - 98) 94.1 Activities of business, employers and professional organizations,
 - 99) 96.0 Other personal service activities.
2. Commencing business requiring concession or license, depends on whether the Company can acquire them.

SHARE CAPITAL

§ 6

1. The Company's share capital amounts to PLN 9,379,576.60 (nine million three hundred seventy-nine thousand five hundred seventy-six zloty 60/100) and is divided into:
- a) 750,000 (say: seven hundred fifty thousand) series A shares of the nominal value (say: ten) groszy each,
 - b) 5,115,000 (five million one hundred fifteen thousand) series B shares of the nominal value 10 (ten) groszy each,

- c) 16,655,000 (sixteen million six hundred fifty-five thousand) series C shares of the nominal value 10 (ten) groszy each,
 - d) 100,000 (say: one hundred thousand) series D shares of the nominal value 10 (ten) groszy each,
 - e) 100,000 (say: one hundred thousand) series E shares of the nominal value 10 (ten) groszy each,
 - f) 7,406,860 (say: seven million four hundred six thousand eight hundred sixty) series F shares of the nominal value 10 (ten) groszy each,
 - g) 2,258,990 (say: two million two hundred fifty-eight thousand nine hundred ninety) series G shares of the nominal value 10 (ten) groszy each,
 - h) 9,316,000 (say: nine million three hundred sixteen thousand) series H shares of the nominal value 10 (ten) groszy each,
 - i) 1,128,265 (say: one million one hundred twenty eight thousand two hundred sixty five) series K shares of the nominal value 10 (ten) groszy each,
 - j) 5,117,881 (say: five million one hundred seventeen thousand eight hundred eighty one) series L shares of the nominal value 10 (ten) groszy each,
 - k) 12,000,000 (say: twelve million) series N shares of the nominal value 10 (ten) groszy each,
 - l) 91,511 (say: ninety-one thousand five hundred eleven) series P shares of the nominal value 10 (ten) groszy each,
 - ł) 5,000,000 (say: five million) series S shares of the nominal value 10 (ten) groszy each,
 - m) 55,316 (say: fifty-five thousand three hundred sixteen) series T shares of the nominal value 10 (ten) groszy each,
 - n) 171,750 (one hundred and seventy-one thousand, seven hundred and fifty) series R shares with the nominal value of PLN 0.10 (ten) grosz each,
 - o) 225,750 (two hundred and twenty-five thousand, seven hundred and fifty) series U shares with the nominal value of PLN 0.10 (ten) grosz each,
 - p) 98,315 (ninety-eight thousand, three hundred and fifteen) series W shares with the nominal value of PLN 0.10 (ten) grosz each,
 - q) 28,205,128 (twenty-eight million two hundred five thousand and one hundred twenty-eight) series X shares with the nominal value of PLN 0.10 (ten) grosz each.
2. The initial share capital was covered and paid up in full in cash by the founders.
 3. The shares may be taken up in return for cash contributions and non-cash contributions.
 4. All shares mentioned in point 1 are ordinary bearer's shares.

§ 6a

1. The share capital of the Company is conditionally increased by no more than PLN 29,100 (twenty-nine thousand one hundred zlotys) by issuing no more than 291,000 (two hundred and ninety-one thousand) ordinary bearer shares of the Y series with a nominal value of PLN 0.10 (ten groszy) each.
2. The purpose of the conditional share capital increase is to grant the right to subscribe for series Y shares, holders of Series F Subscription Warrants issued on the basis of Resolution No. 8/2018 of the Extraordinary General Meeting of October 4, 2018.
3. The holders of Series F Subscription Warrants shall be entitled to subscribe for Series Y Shares, mentioned in sec. 2 above, excluding the pre-emptive right of the existing shareholders.
4. The rights to subscribe for Series Y Shares resulting from the F Series Subscription Warrants may be exercised not earlier than on June 30, 2019 and no later than on July 31, 2019.

§ 6b

On account of the conditional increase in the share capital indicated in § 6a above by the amount not greater than PLN 29,100 (twenty nine thousand, one hundred zloty) through the issuance of not more than 291,000 (two hundred and ninety one thousand) of ordinary series Y bearer shares, in the case of which release (within the meaning of art. 451 §2 second sentence of the Commercial Companies Code) of such shares to the authorised persons under series F Subscription Warrants shall take place along with their dematerialization in the securities deposit kept by Krajowy Depozyt Papierów Wartościowych S.A., the nominal value of the conditional increase in the Company's share capital shall amount jointly to PLN 29,100 (twenty-nine thousand, one hundred zloty).

§ 7

1. The shares may be registered or bearer's shares.
2. Bearer's shares may not be converted to registered shares in the period in which the shares are dematerialized.
3. The share capital of the Company may be decreased through decrease of the nominal value of shares or redemption of shares.
4. The share capital of the Company may be increased through an increase of the nominal value of share or issue of new shares. The increase of the share capital may be carried out from the funds of the Company in accordance with Article 442 and the following articles of the Code of Commercial Companies and Partnerships.

5. Shareholders have the right to acquire shares of each new issue in relation to the number of shares previously held. The General Meeting may deprive the shareholders of pre-emptive rights in whole or in part by a relevant resolution adopted in the interest of the Company by a qualified majority of 80% of the votes cast.
6. The profit earmarked by the General Meeting for distribution shall be divided in proportion to the number of shares. If the shares are not fully covered, the profit shall be divided in proportion to the payments made for the shares.
7. The Company may issue debt securities, including bonds convertible to shares and bonds with the pre-emption right to cover shares.

§ 8

1. The Company shares may be redeemed with the consent of a shareholder by way of share acquisition by the Company.
2. The General Meeting of Shareholders may redeem all or part of the shares of a shareholder on his written request. Consideration of the demand shall be included in the agenda of the nearest General Meeting by the Management Board. The redemption in exchange for payment, specified in the resolution of the General Meeting which may not be lower than the balance sheet value specified in line with the balance sheet drawn up on the last day of the last completed financial period of the Company and if the shares are listed on a regulated market – in line with the last published balance sheet. For the resolution to be valid it is necessary that the shareholder demanding redemption votes in favour of the resolution.

GOVERNING BODIES

§ 9

The governing bodies of the Company comprise:

- 1) General Meeting;
- 2) Supervisory Board;
- 3) Management Board.

General Meeting

§ 10

1. The competences of the General Meeting are specified in the Code of Commercial Companies and Partnerships, provisions of other acts and the Statutes. In particular, the competences of the General Meeting comprise:
 - a) review and approval of the Management Board's report on the Company's operations and the financial statement for the previous financial year;

- b) adoption of a resolution on distribution of profit equal to 20% of net profit in a given financial year;
 - c) adoption of a resolution on distribution of profit above 20% of net profit in a given financial year;
 - d) acknowledgement of fulfilment of duties by members of the governing bodies of the Company;
 - e) appointment and dismissal of members of the Supervisory Board;
 - f) increase or decrease of the share capital;
 - g) amending the Company's Statutes;
 - h) adoption of resolutions concerning disposal or lease of the Company's undertaking or its organized part and establishing usufruct or another limited material right on its undertaking;
 - i) dissolution of the Company;
 - j) adoption of regulations of the Supervisory Board and General Meeting and their amendments;
 - k) issue of bonds, convertibles or bonds with the pre-emption right and issue of subscription warrants mentioned in Art. 453 § 2 of the Code of Commercial Companies and Partnerships and other financial instruments, except for currency transactions and derivatives.
 - l) merging the Company with other companies, division of the Company, separation of a part of the Company's undertaking or transformation of the Company;
 - m) issuing a decision in all matters concerning claims for reparation of a damage caused while founding the Company or managing or supervising it;
 - n) determination of a manner and amount of the remuneration of the members of the Supervisory Board;
 - o) specifying a day, on which a list of shareholders eligible for dividend for a given financial year is determined – the dividend day and determination of the dividend payment term;
 - p) creation of reserve capitals which are not required under the applicable law.
 - q) granting consent to extend the objects of the Company by including all sorts of the elderly care services;
 - r) adoption of the remuneration policy of the members of the Management Board and the Supervisory Board;
 - s) evaluation of the Supervisory Board's report on the remuneration of the Management Board and the Supervisory Board.
2. The General Meeting shall be held in the registered seat of the Company or in Warsaw.

3. The Ordinary Meeting of Shareholders shall be held annually within six months of the end of each financial year. The Extraordinary Meeting of Shareholders shall be convened if the governing bodies or persons authorized to convene the General Meeting consider it necessary.
4. The General Meeting is convened by the Management Board. The Supervisory Board may convene the Ordinary General Meeting if the Management Board fails to convene the General Meeting in due time. The Supervisory Board and the shareholders or a shareholder representing at least one twentieth (1/20) of the share capital may request convening of an Extraordinary General Meeting. Shareholders or a shareholder holding at least five percent of the share capital may request the inclusion of specific issues on the agenda of the next General Meeting. The abovementioned requests, together with the reasons for allowing to take on the resolution with due discernment shall be submitted in writing or in electronic version by entitled shareholders to the Management Board. If such a request does not contain a statement of reasons, the Management Board will ask the applicant to justify the request
5. The General Meeting is valid regardless of the number of shares represented at it unless provisions of the Code of Commercial Companies and Partnerships and of the Statutes provide otherwise.
6. Resolutions of the General Meeting shall be adopted by an absolute majority of votes, unless the Code of Commercial Companies and Partnerships and of other acts and the Statutes provide for other conditions of their adoption.
7. The issue placed on the agenda of the General Meeting by the initiative of the entitled, in accordance with sec. 4 above, shareholder or shareholders who submitted such a request may be – upon a reasoned request, when there are compelling reasons – removed from the agenda the by the resolution voted with absolute majority of votes cast and with the consent of all present shareholders who submitted such a request. In case when the Management Board, in a motivated manner, requests the removal from the agenda of the matters introduced to the agenda by the initiative of the Management Board itself, the resolution requires an absolute majority of votes cast.
8. Shareholders participate in the General Meeting in person or by a proxy appointed in writing.
9. Jointly eligible shareholders shall exercise their rights by a common representative.
10. A change of the objects of the Company may be executed without shares buyout. A respective resolution to be effective requires two-thirds of cast votes with presence of the persons representing at least half of the share capital of the Company.

11. Acquisition or disposal of real property, perpetual usufruct or interest in a real property does not require consent of the General Meeting.

§ 11

1. General Meeting shall be opened by the Chairperson of the Supervisory Board or Deputy Chairperson and if absent a member of the Management Board or a person designated by the Management Board.
2. General Meeting may adopt its own regulations which specify the rules of determination of the agenda and rules of the meeting and adoption of resolutions.

Supervisory Board

§ 12

1. The Supervisory Board consists of 5 to 10 members, including the Chairman and the Deputy Chairman. The number of members of the Supervisory Board of a given term of office shall be established by the General Meeting. Until the Company's shares are admitted to trading in the regulated market in the territory of the Republic of Poland, at least two members of the Supervisory Board shall meet the criteria of independence of the Company and entities being materially related to the Company resulting from the rules of corporate order applicable in the regulated market in the territory of the Republic of Poland in which the Company's share are or are to be listed ("**Independent Member of the Supervisory Board**")
2. In the case of resignation prior to the lapse of the term of office or in the case of death of a member of the Supervisory Board, the remaining members of the Supervisory Board, irrespective of their number, shall have the right to co-opt a new member in the place of the resigning or deceased member of the Supervisory Board. The number of members of the Supervisory Board co-opted and not approved by the General Meeting of the Shareholders shall not exceed one-fourth of the number of the members of the Supervisory Board of a given term of office. The co-opted members of the Supervisory Board shall be approved by the next General Meeting of the Shareholders and their term of office expires along with the lapse of the term of office of the Supervisory Board. If the General Meeting of the Shareholders has not approved the co-opted members of the Supervisory Board, their term of office expires along with the closing of the session of the General Meeting of the Shareholders referred to above.
3. Members of the Supervisory Board shall be appointed by the General Meeting.
4. Together with granting consent for appointment of a member of the Supervisory Board, a candidate for an Independent Member of the Supervisory Board shall submit a

written statement that he/she complies with the independence criterion, mentioned in section 1 above.

5. An independent Member of the Supervisory Board shall comply with the independence criterion mentioned on point 1 above for the whole term in office. If during the term in office the Independent Member of the Supervisory Board stops to meet any of the criteria mentioned in the preceding sentence, he/she shall notify the Management Board of the Company in writing immediately, however, no later than within 3 days of occurrence of an event which caused that he/she stopped to comply with the criteria or of becoming aware of the fact.
6. Failure to comply with the independence criteria, mentioned in section 1 above, by any member of the Supervisory Board or loss of the status of an Independent Member of the Supervisory Board during a term in office, shall not cause expiry of the mandate and shall not affect the capability of the Supervisory Board to perform its competences provided for in the Code of Commercial Companies and Partnerships and these Statutes.
7. The Supervisory Board shall be appointed for a joint, three-year term in office. It is acceptable to appoint the same persons members of the Supervisory Board for subsequent terms in office.
8. A member of the Supervisory Board may not, without consent of the General Meeting, participate in a competitive company as a shareholder of a partnership, capital company or as a member of a governing body of a capital company or participate in another competitive legal entity as a member of the governing body. The above prohibition does not concern taking up functions or shares in companies belonging to the capital group of the Company. In the case of a conflict of interests of a member of the Supervisory Board and the Company, a member of the Supervisory Board should inform the Supervisory Board about the fact and refrain from taking part in the discussion and voting over resolutions in that matter.
9. A member of the Supervisory Board shall provide the Management Board with information concerning his/her connections with the shareholder holding no less than 5% of the general number of votes at the General Meeting.
10. The Supervisory Board may appoint commissions and committees, both permanent and to clarify specific issues – by determining organization, manner of operations and specific competences of the commissions and committees – unless the object of the commission or committee work falls within the competences of the Supervisory Board, however as part of the Supervisory Board only permanent committees should be established:

- a) The Audit Committee whose operations are regulated by provisions of a relevant act, competent in particular in matters related to supervision over financial reporting of the Company and the process of reviewing the financial statement of the Company,
- b) The Remuneration Committee competent in particular in matters related to supervision and manner and form of remuneration of members of the Management Board and issues of implementing incentive programs in the Company.

§ 13

1. The Supervisory Board shall take decisions in a form of resolutions at meetings convened by the Chairperson of the Supervisory Board or, if impossible to convene by the Chairperson, by the Deputy Chairperson of the Supervisory Board. The eligible person mentioned in the preceding sentence shall convene the meeting of the Supervisory Board at his/her own initiative or within two weeks of receipt of a motion of the Management Board or member of the Supervisory Board. The motion mentioned in the preceding sentence shall be submitted in writing together with the proposed agenda.
2. Members of the Supervisory Board shall exercise their rights and obligations in person and are obliged to maintain confidentiality of the business secret of the undertaking.
3. Meetings of the Supervisory Board shall be held without participation of the Management Board. If necessary, members of the Management Board may be invited to the meeting of the Supervisory Board.
4. The meetings of the Supervisory Board shall be held on an as needed basis, however, at least once a quarter.
5. Resolutions of the Supervisory Board can be passed if at least half of its members are present at the session and all its members have been invited at least 3 days prior to the planned session. Resolutions of the Supervisory Board shall also be valid when its member notified within the shorter period of time than the period of time referred to in the preceding sentence declares in writing that they give consent to the content of the resolution of the Supervisory Board or arrive at the session of the Supervisory Board.
6. Members of the Supervisory Board may take part in adopting resolutions of the Supervisory Board, by casting a vote in writing via another member of the Supervisory Board. Casting a vote in writing may not concern matters included in the agenda at the meeting of the Supervisory Board.
7. The session of the Supervisory Board can be attended personally or with the use of means of distance communication. The Supervisory Board can pass resolutions at the

session or in lieu of the session in writing or with the use of means of distance communication. A resolution of the Supervisory Board passed in lieu of the session is valid on condition that all its members have been notified of the content of the draft resolution and at least half of its members took part in passing the resolution. Voting in lieu of the session of the Supervisory Board can be ordered by the Chairman or Deputy-Chairman of the Supervisory Board upon their own initiative or upon a request of a member of the Supervisory Board or of the Management Board.

8. Resolutions of the Supervisory Board are passed with the ordinary majority of votes cast.
9. In the case of equal number of votes, when an ordinary majority of votes is required, the person chairing the meeting shall have the casting vote.
10. If the specific resolution in the form and of the content presented in the invitation to the session of the Supervisory Board has not been adopted, then such resolution can be put to the vote again at the next session of the Supervisory Board which shall be held no sooner than after the lapse of forty two (42) and not later than after the lapse of forty five (45) days of the date of the session of the Supervisory Board that has not adopted such resolution.

§ 14

In an agreement between the Company and a member of the Management Board and in a dispute with a member, the Company shall be represented by the Supervisory Board or a proxy appointed by virtue of a resolution of the General Meeting.

§ 15

Detailed rules of organization and operations of the Supervisory Board are specified in the Regulations of the Supervisory Board adopted by the General Meeting.

§ 16

1. The Supervisory Board shall exercise constant supervision over the operations of the Company.
2. Specific rights of the Supervisory Board comprise:
 - a) review of the financial statement of the Company and report of the Management Board and motions of the Management Board concerning distribution of profit or coverage of loss and submission of the annual written statement on the review results, its own work and a concise evaluation of the standing of the Company, including the assessment of the internal control and the system of managing the risk crucial for the Company with the General Meeting,
 - b) appointment and dismissal of members of the Management Board, subject to § 17 section 3 and 4;

- c) suspension in performance of duties, for important reasons, of particular members of the Management Board and delegation of members of the Supervisory Board to temporary performance of the activities of the members of the Management Board who may not perform their activities;
- d) approval of the Management Board regulations;
- e) granting consent to any benefits to be paid by the Company under any title and any entities related with the Company to members of the Management Board;
- f) granting consent to effecting a transaction by the Company and: (i) its shareholders eligible to cast more than 5% votes at the General Meeting of the Company, (ii) any persons related with the shareholders, including persons controlling such shareholders, (iii) members of governing bodies of the Company, their relatives and entities which are subsidiaries of the members of the governing bodies of the Company;
- g) granting consent to payment of advances to the anticipated dividend;
- h) selection and change of the entity authorized to audit the financial statements, including a consolidated financial statement of the Company and its capital group;
- i) selection of an independent, external certified auditor of the Company;
- j) approval of annual and periodical financial plans and significant changes in the plans provided by the Management Board;
- k) employment and determination of employment conditions (including remuneration prizes and bonuses) of the members of the Management Board of the Company,
- l) granting consent to issue of ordinary debentures,
- m) granting consent to merger, transformation or winding up of the Company or its subsidiaries,
- n) granting consent to acquisition or disposal of real property, perpetual usufruct or an interest in a real property,
- o) granting consent to lease, establishing a perpetual usufruct, rent, pledge, encumbering with mortgage, establishing other burdens, pre-emption rights or awarding other rights on any part of the undertaking or assets of the Company, except for awarding the above mentioned to direct or indirect subsidiaries of the Company except for burdens related to credit facilities or loans which require consent of the Supervisory Board in accordance with § 16 section 2 (r) above;
- p) granting consent to conclude agreements concerning strategic cooperation, for instance in a form of partnerships or joint venture unless they are approved in the Business Plan or the annual budget,

- q) granting consent to make capital expenditure of the total amount in excess of EUR 1,000,000 (one million Euro) unless such expenditure was planned and approved in the Business Plan or the annual budget,
- r) granting consent to taking loans or credit facilities if a value of an individual credit or individual loan exceeds EUR 2,500,000 (two million five hundred thousand Euro), unless such loans and credit facilities were planned and approved in the Business Plan or annual budget,
- s) granting consent to issue of one or more guarantees to perform an obligation by a single third party or more in the total value in excess of EUR 100,000 (one hundred Euro) which is not related to the normal business activity and everyday operating activities, however, excluding direct or indirect guarantee of subsidiaries of the Company,
- t) granting consent to acquisition, covering or disposal of shares, stocks, participation units or other securities in other capital companies, partnerships or entities by the Company and to enter into partnerships by the Company with the exclusion of acquisition and disposal of government or bank securities for the period no longer than 360 days as a means of managing the cash position of the Company,
- u) granting consent to founding and winding up of new companies or branches,
- v) granting consent to introduction of incentive programs in the Company, in particular to awarding by the Company the right to cover or acquire shares as part of the managerial options and to changes in such programs,
- w) approval of unusual issues which are not related to the Company's undertaking or in any other manner are outside the normal objects of the Company of the value in excess of EUR 1,000,000 (one million Euro) or transactions which limit the operations of the Company (geographically or in any other manner, in particular containing noncompetition clauses) unless they are approved in the Business Plan and the annual budget,
- x) instituting or amicable settlement of litigations or arbitration proceedings concerning a claim of value no greater than EUR 200,000 (two hundred thousand Euro) or several similar proceedings of the total value of the claim in excess of EUR 500,000 (five hundred thousand Euro),
- y) granting consent to concluding a single agreement or a larger number of agreements with the same entity or a natural person for performance of work or services if the fee or expenses related to such work or services exceed EUR 500,000 (five hundred thousand Euro) in any period of three months,

- z) granting consent to donations, including charity purposes, of the value in excess in total of EUR 15,000 (fifteen thousand Euro) in any year or to donations to political organizations,
 - aa) issue of controlling interests in the Company or any subsidiary of the Company other than the issue of the capital issued by a subsidiary of the Company or under managerial incentive programs,
 - bb) purchase of assets by the Company of the total value exceeding EUR 500,000 (five thousand Euro) unless it was approved in the Business Plan or annual budget,
 - cc) granting consent to amending the Business Plan,
 - dd) granting consent to conclusion of any important agreement which may entail obligations of the Company in the amount in excess of EUR 2,000,000 (two million Euro) unless such agreements were approved in the Business Plan or annual budget,
 - ee) granting consent to granting loans to third parties of the value in excess of EUR 500,000 (five thousand Euro), excluding loans granted to direct or indirect subsidiaries of the Company;
 - ff) specification of the elements of the remuneration policy of the members of the Management Board and the Supervisory Board if the Supervisory Board has been authorised to perform such actions by the General Meeting;
 - gg) deciding on temporary withdrawal from the application of the remuneration policy of the members of the Management Board and the Supervisory Board in cases and on the terms specified by the General Meeting in this document;
 - hh) preparation of the annual report on the remuneration of the members of the Management Board and the Supervisory Board.
3. For a resolution of the Supervisory Board granting consent in matters specified in § 16 section 2 point e, f and h to be valid it is required that the resolution is voted over by at least one Independent Member of the Supervisory Board if a person of such status is among members of the Supervisory Board.

MANAGEMENT BOARD

§ 17

1. The Management Board manages the operations of the Company and represents it.
2. The Management Board consists of one to seven members appointed by the Supervisory Board, subject to par. 3 and 4 of this § 17. The Supervisory Board

specifies the number of the members of the Management Board of a given term of office.”

3. The Management Board shall be appointed for the term in office lasting five years.
4. Members of the Management Board may be appointed for subsequent terms in office.
5. A member of the Management Board may not, without consent of the Supervisory Board, take up competitive activities or have interest in a competitive company as a partner or a member of the governing bodies.
6. In the case of conflict of interest of a member of the Management Board and the Company, the member of the Management Board should inform the Management Board about the fact and refrain from taking part in the discussion and voting over resolutions in that matter.

§ 18

1. The following persons are authorized to submit declarations on behalf of the Company:
 - a) if the Management Board is a single-member management board – President of the Management Board independently,
 - b) if the Management Board is composed of more than one member – two members of the Management Board jointly or a member of the Management Board jointly with a holder of a commercial proxy.
2. The Company may appoint proxies to perform the activities of specific type or special tasks acting independently within the authorization granted to them by the Management Board in powers of proxy.
3. Consent of all members of the Management Board is required to issue a power of proxy.

§ 19

1. Subject to section 2 of the paragraph, the Management Board shall take decisions in a form of resolutions at meetings convened by the President of the Management Board at his/her initiative or on request of a member of the Management Board or request of the Supervisory Board.
2. Resolutions of the Management Board may be adopted outside the meeting of the Management Board in writing or with the use of direct communications means provided all members of the Management Board were duly notified on the content of the resolution draft. Voting under the procedure specified in the preceding sentence may be ordered by the President of the Management Board at his/her own initiative or on request of other members of the Management Board.
3. Resolutions of the Management Board shall be adopted by an absolute majority of votes, however, if adopted at the meeting of the Management Board they will be valid if

all members are present and in management boards composed of more than three members – presence of at least three members of the Management Board. In the case of equal number of votes the President of the Management Board shall have a casting vote.

§ 20

1. The Management Board shall prepare and provide the Supervisory Board with the draft of the financial plan (budget) with the Supervisory Board by 30 November of the year preceding the year which the plan concerns for the next financial year. The budget shall contain the plan of expenses and revenues for the next financial year.
2. The budget for the subsequent financial year is approved by the Supervisory Board by 31 December of the year preceding the year it concerns.
3. If the Management Board fails to present the budget or if the budget is not approved by the Supervisory Board, the Supervisory Board may set a time limit for presentation of the new budget plan by the Management Board, including comments of the Supervisory Board. By the time the budget for a given year is adopted, the budget adopted for the previous calendar year shall be effective, however, every item shall be increased by the inflation rate in a given year calculated in accordance with the Consumer Price Index.

§ 21

Detailed rules of organization and operations of the Management Board shall be specified in the Management Board regulations, adopted by the Management Board and approved by the Supervisory Board.

FINANCIAL MANAGEMENT

§ 22

1. The equity of the Company comprises:
 - 1) share capital,
 - 2) supplementary capital,
 - 3) reserve capitals.
2. To cover specific loss or expenses, the General Meeting may create reserve capitals in the course of a financial year. A resolution of the General Meeting shall determine the distribution of the funds to particular capitals. The General Meeting may specify the rules of disposing of the capitals.
3. The regulations concerning the reserve capitals drawn up by the Management Board of the Company are subject to approval by the Supervisory Board.

§ 23

1. Shareholders shall have the right to participate in the profit shown in the financial statement, audited by a certified auditor which was earmarked to payments to shareholders by the General Meeting.
2. The General Meeting may adopt a resolution on allocation of the whole or part of the profit for a given financial year to creation or increasing the supplementary capital or specific reserve capital of the Company.
3. The Management Board may pay advances toward the dividends anticipated at the end of the financial year.

§ 24

The Company's financial year is the calendar year.

FINAL PROVISIONS

§ 25

The company may be dissolved after it has been wound up. The winding up of the company shall be carried out under the business name of the company with an additional designation "in liquidation". The General Meeting shall appoint two liquidators who shall be jointly authorized to represent the company.

§ 26

In matter which are not governed by the Statutes the provisions of the Code of Commercial Companies and Partnerships and other relevant legal regulations shall apply.

§ 27

Provisions of § 12 par. 1 and 2, concerning Independent Members of the Supervisory Board shall be applied for the first time in relations to the Independent Members of the Supervisory Board appointed in the Company after the date of entry by the registration court in the register of entrepreneurs of the National Court Register of the amendments in the Company's Articles of Association, covering implementation of such provisions in the content of the Articles of Association.

DEFINITIONS

§ 28

Business Plan means a business plan of the Company for the years 2013 – 2017 which was approved by virtue of resolution of the Supervisory Board no. 1 of 6 February 2013 or amended by the Supervisory Board under authorization specified in § 16 section cc).

§ 2.

The resolution shall enter into force on the date of being passed, though the amendments of Articles of Association is effective upon its registration in register of entrepreneurs of National Court Register.

Having carried out an open ballot, the Chairman of the Extraordinary General Meeting announced the results:

“in favour” 33.261.010 votes;

“against” 1.927.892 votes;

“abstained” 0 votes.

35.188.902 valid votes were cast, which constitutes 53,6492753737 % of the Company's share capital.

Resolution was adopted.