

**ARTICLES OF ASSOCIATION OF SANOK RUBBER COMPANY SPÓŁKA AKCYJNA**  
*(consolidated text annexed to the resolution of the Management Board of June 24, 2025)*

**I. GENERAL PROVISIONS**

**§ 1**

The business name of the company shall be SANOK RUBBER COMPANY SPÓŁKA AKCYJNA.

**§ 2**

The Company shall have the right to use the abbreviated name of SANOK RC S.A.

**§ 3**

The registered office of the Company shall be in Sanok.

**§ 4**

1. The Company shall operate in the Republic of Poland and abroad.
2. The Company shall have the right to establish branches, representative offices, and divisions, as well as other organizational entities, both domestically and abroad.
3. The Company shall have the right to be a shareholder in other companies, both domestic and foreign.
4. The Company shall have the right to establish and participate in any and all economic entities and organizations operating in the Republic of Poland and abroad, provided that this is in accordance with legal regulations.

**§ 5**

The Company is established for an unlimited period of time.

**§ 6**

1. The Company is established by the State Treasury.
2. The Company is formed as a result of transformation of a state-owned enterprise that operated under the name of Sanockie Zakłady Przemysłu Gumowego "STOMIL" of Sanok.

**II. SCOPE OF THE COMPANY'S OPERATIONS**

**§ 7**

1. The Company's operations shall involve:
  - 1) Manufacture of other rubber products (PKD22.19.Z);
  - 2) Manufacture of other plastic products (PKD 22.29.Z);
  - 3) Treatment and coating of metals (PKD 25.61.Z);
  - 4) Manufacture of plastic plates, sheets, tubes and profiles (PKD 22.21.Z);
  - 5) Manufacture of plastic packaging goods (PKD 22.22.Z),
  - 6) Manufacture of builders' ware of plastic (PKD 22.23.Z);

- 7) Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres (PKD 22.11.Z);
- 8) Machining (PKD 25.62.Z);
- 9) Manufacture of tools (PKD 25.73.Z);
- 10) Manufacture of steel containers (PKD 25.91.Z);
- 11) Manufacture of wire products, chain and springs (PKD 25.93.Z);
- 12) Manufacture of other fabricated metal products n.e.c. (PKD 25.99.Z);
- 13) Manufacture of other electronic and electric wires and cables (PKD 27.32.Z);
- 14) Manufacture of bearings, gears, gearing and driving elements (PKD 28.15.Z);
- 15) Manufacture of metal forming machinery (PKD 28.41.Z);
- 16) Manufacture of other machine tools (PKD 28.49.Z);
- 17) Manufacture of plastics and rubber machinery (PKD 28.96.Z);
- 18) Repair and maintenance of fabricated metal products (PKD 33.11.Z);
- 19) Repair and maintenance of machinery (PKD 33.12.Z);
- 20) Repair and maintenance of other equipment (PKD 33.19.Z);
- 21) Installation of industrial machinery and equipment (PKD 33.20.Z);
- 22) Production of electricity (PKD 35.11.Z);
- 23) Transmission of electricity (PKD 35.12.Z);
- 24) Distribution of electricity (PKD 35.13.Z);
- 25) Trade of electricity (PKD 35.14.Z);
- 26) Steam and air conditioning supply (PKD 35.30.Z);
- 27) Water collection, treatment and supply (PKD 36.00.Z);
- 28) Sewerage (PKD 37.00.Z);
- 29) Collection of hazardous waste (PKD 38.12.Z);
- 30) Dismantling of wrecks (PKD 38.31.Z);
- 31) Plumbing, heat, gas and air-conditioning installation (PKD 43.22.Z);
- 32) Sale of cars and light motor vehicles (PKD 45.11.Z);
- 33) Sale of other motor vehicles, except for motorcycles (PKD 45.19.Z);
- 34) Wholesale of chemical products (PKD 46.75.Z);
- 35) Wholesale of other intermediate products (PKD 46.76.Z);
- 36) Wholesale of waste and scrap (PKD 46.77.Z);
- 37) Other retail sale of new goods in specialised stores (PKD 47.78.Z);
- 38) Other retail sale not in stores, stalls or markets (PKD 47.99.Z);
- 39) Freight transport by road (PKD 49.41.Z);

- 40) Computer programming activities (PKD 62.01.Z);
- 41) Computer consultancy activities (PKD 62.02.Z);
- 42) Computer facilities management activities (PKD 62.03.Z);
- 43) Other information technology and computer service activities (PKD 62.09.Z);
- 44) Data processing, hosting and related activities (PKD 63.11.Z);
- 45) Other monetary intermediation (PKD 64.19.Z);
- 46) Other financial service activities, except insurance and pension funding n.e.c. (PKD 64.99.Z);
- 47) Buying and selling of own real estate (PKD 68.10.Z);
- 48) Renting and operating of own or leased real estate (PKD 68.20.Z);
- 49) Accounting, bookkeeping and auditing activities; tax consultancy (PKD 69.20.Z);
- 50) Public relations and communication activities (PKD 70.21.Z);
- 51) Business and other management consultancy activities (PKD 70.22.Z);
- 52) Engineering activities and related technical consultancy (PKD 71.12.Z);
- 53) Technical testing and analysis (PKD 71.20.B);
- 54) Other research and experimental development on natural sciences and engineering (PKD 72.19.Z);
- 55) Market research and public opinion polling (PKD 73.20.Z);
- 56) Other professional, scientific and technical activities n.e.c (PKD 74.90.Z);
- 57) Renting and leasing of cars and light motor vehicles (PKD 77.11.Z);
- 58) Renting and leasing of other motor vehicles, except for motorcycles (PKD 77.12.Z);
- 59) Renting and leasing of office machinery and equipment (including computers) (PKD 77.33.Z);
- 60) Renting and leasing of other machinery, equipment and tangible goods n.e.c. (PKD 77.39.Z);
- 61) Leasing of intellectual property and similar products, except copyrighted works (PKD 77.40.Z);
- 62) Activities of employment placement agencies (PKD 78.10.Z);
- 63) Temporary employment agency activities (PKD 78.20.Z);
- 64) Other human resources provision (PKD 78.30.Z);
- 65) Repair and maintenance of computers and peripheral equipment (PKD 95.11.Z);
- 66) Activities of other transport agencies (PKD 52.29.C);
- 67) 14.19.Z Manufacture of other wearing apparel and accessories;
- 68) 16.24.Z Manufacture of wooden containers;
- 69) 17.21.Z Manufacture of corrugated paper and paperboard and of containers of paper and paperboard;
- 70) 20.12.Z Manufacture of dyes and pigments;
- 71) 20.14.Z Manufacture of other organic basic chemicals;

- 72) 20.16.Z Manufacture of plastics in primary forms;
  - 73) 20.17.Z Manufacture of synthetic rubber in primary forms;
  - 74) 20.59.Z Manufacture of other chemical products not elsewhere classified;
  - 75) 24.42.B Aluminium and aluminium alloy goods production;
  - 76) 27.12.Z Manufacture of electricity distribution and control apparatus;
  - 77) 28.12.Z Manufacture of fluid power equipment;
  - 78) 28.13.Z Manufacture of other pumps and compressors;
  - 79) 28.25.Z Manufacture of industrial cooling and ventilation equipment;
  - 80) 28.29.Z Manufacture of other general-purpose machinery notelsewhere classified;
  - 81) 28.99.Z Manufacture of other special-purpose machinery notelsewhere classified;
  - 82) 29.32.Z Manufacture of other parts and accessories for motor vehicles excluding motorcycles;
  - 83) 32.99.Z Other manufacturing notelsewhere classified;
  - 84) 38.11.Z Collection of non-hazardous waste;
  - 85) 38.32.Z Recovery of sorted materials;
  - 86) 52.10.B Warehousing and storage of other goods.
2. Operations requiring a licence or a permission shall be commenced by the Company once the relevant licences and permissions have been obtained.

### III. SHARE CAPITAL

#### § 8

1. The Company's share capital shall be PLN 5,376,384.40 (five million three hundred and seventy-six thousand three hundred and eighty-four and 40/100) and shall be divided into 26 881 922 (twenty-six million eight hundred and eighty-one thousand nine hundred and twenty-two) ordinary bearer shares.
2. The nominal value of a single share shall be PLN 0.20 (zero point twenty).
3. The share capital may be increased by means of a resolution of the General Meeting. Increasing the share capital shall require amending the Articles of Association and shall be carried out by means of issuing new shares or increasing the nominal value of the existing shares.
4. With the exception of the shares taken up in connection with the transformation of the state-owned enterprise that operated under the name of Sanockie Zakłady Przemysłu Gumowego STOMIL of Sanok, the remaining shares have been fully paid for in cash.
5. Each share shall carry one vote at the General Meeting.

#### § 9

The shareholders shall not have the right to demand that bearer shares be converted to registered shares in the period in which these shares remain dematerialized.

## **§ 10**

1. The Company's shares may be redeemed upon the shareholder's consent, by way of their acquisition by the Company.
2. Redemption of shares shall require a decrease of the Company's share capital. Shares shall be redeemed against consideration.

## **IV. THE COMPANY'S GOVERNING BODIES**

### **§ 11**

The Company's governing bodies shall be:

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

## **V. THE GENERAL MEETING**

### **§ 12**

1. An Ordinary General Meeting shall be convened not later than within six months from the end of each business year.
2. Extraordinary General Meetings shall be convened by the Management Board, on its own initiative or at the written request of the Supervisory Board or a shareholder or shareholders holding at least one twentieth of the share capital. The request may be submitted in an electronic form (via e-mail, providing information identifying the requesting party).
3. The Supervisory Board shall convene:
  - 1) An Ordinary General Meeting if the Management Board failed to convene an Ordinary General Meeting by the required date;
  - 2) An Extraordinary Shareholders Meeting if the Supervisory Board deems it necessary;
  - 3) An Extraordinary General Meeting if the Management Board failed to convene an Extraordinary General Meeting at the request of a shareholder or shareholders entitled to do so or the Supervisory Board, within fourteen days from the submission of the relevant request.
4. Subject to the mandatory provisions of law, a General Meeting shall be convened by means of an announcement published, at least twenty-six days prior to the date of the General Meeting, on the Company's website and in the manner specified for the provision of ongoing information, as per the relevant legal regulations.

### **§ 13**

1. The Supervisory Board and the shareholder or shareholders representing at least one twentieth of the share capital shall have the right to request that particular matters be included in the agenda of a General Meeting. The request should include a justification and a draft of the resolution concerning the proposed item of the agenda. The request shall be made to the Management Board, in writing or in an electronic form (via e-mail, providing information identifying the requesting party).

2. The request referred to in § 13.1, above, shall be made to the Management Board not later than twenty-one days prior to the announced date of the General Meeting. Requests made after this date by a shareholder representing at least one twentieth of the share capital shall be deemed to be a request for convening another General Meeting, unless the requesting shareholder withdraws his request.
3. The Management Board shall immediately, not later, however, than eighteen days prior to the announced date of the General Meeting, announce changes to the agenda made on its own initiative or at the request of the Supervisory Board, a shareholder, or shareholders. The announcement shall be made in a manner appropriate for convening the General Meeting.

#### **§ 14**

1. During a General Meeting, each of the shareholders shall have the right to put forward, until the Chairman orders a vote, drafts of resolutions concerning the matters included in the agenda.
2. Prior to the General Meeting, the shareholder or shareholders of the Company representing at least one twentieth of the share capital may submit to the Company, in writing or in an electronic form, draft resolutions concerning the matters included in the agenda of the General Meeting or matters that are to be introduced to the agenda. The Company shall publish draft resolutions on its website without delay.

#### **§ 15**

Any and all matters included by the Management Board in the agenda of a General Meeting shall be first presented to the Supervisory Board for examining and issuing an opinion. The opinions of the Supervisory Board shall be presented to the General Meeting not later than prior to the opening of the Meeting, together with the other documents provided to the shareholders participating in the General Meeting, and shall be published on the Company's website.

#### **§ 16**

The General Meetings shall be held as per the decision of the entity convening the General Meeting, in Sanok or in Warsaw.

#### **§ 17**

Subject to the mandatory provisions of law, the General Meeting may adopt resolutions irrespective of the number of the shareholders present or the shares represented.

#### **§ 18**

1. The majority of three quarters of the votes cast shall be required for the resolutions of the General Meeting concerning:
  - 1) Amending the Articles of Association;
  - 2) Decreasing the share capital;
  - 3) Releasing the shares carrying the right to vote or participate in dividend or division of assets (in the event of the Company being liquidated).
2. The majority of two thirds of the votes cast shall be required for the resolutions of the General Meeting concerning a merger of the Company by transferring all of its assets to another company or a merger through the incorporation of another company.

3. A resolution concerning dematerialization of the Company's shares shall be taken with a majority of four fifths of the votes cast in the presence of shareholders representing at least 50% of the share capital.
4. Resolutions of the General Meeting concerning matters other than those specified in § 18.1, 18.2, and 18.3, above, shall be adopted with an absolute majority of votes, unless the Articles of Association or statutory regulations provide otherwise.

## § 19

1. Voting at the General Meeting shall be done by open ballot. Secret ballot shall be ordered when appointing or voting the requests for removal of the members of the Company's bodies, in matters of their personal liability towards the Company, and in personal matters or, with the exception of the cases in which open voting is required under statutory regulations, at the request of even a single shareholder present or represented at the General Meeting. A secret ballot shall not be ordered if statutory regulations provide for a roll-call vote.
2. The General Meeting shall be opened by the Chairman of the Supervisory Board or, should the Chairman be absent or idle, by the Vice Chairman (Deputy Chairman) of the Supervisory Board. Subsequently, the Chairman of the Meeting shall be appointed from among those entitled to vote. Should both the Chairman and the Vice Chairman (Deputy Chairman) of the Supervisory Board be absent, the Meeting shall be opened by the President of the Management Board or the person appointed by the Management Board.
3. The competences of the General Meeting shall include, in addition to other matters reserved for it in accordance with statutory regulations or the Articles of Association, adopting resolutions in the following matters:
  - 1) Examining and approving the Management Board's report on the Company's operations and the financial statements for the previous financial year and acknowledging the fulfilment of duties by the members of the Company's bodies;
  - 2) Distribution of profit and coverage of loss;
  - 3) Decisions concerning claims for redress of the damage done when incorporating the Company or exercising management or supervision;
  - 4) Disposing of or leasing the enterprise or an organized portion thereof and establishing limited property rights over them;
  - 5) Redemption of shares;
  - 6) Issue of bonds;
  - 7) Issue of warrants;
  - 8) Creating supplementary capitals and deciding on their use or the manner of their use, except for those supplementary capitals the obligation to create which and the purposes of which are specified in the applicable legal regulations;
  - 9) Dividing the Company, merging the Company with another company, liquidating or winding up the Company;
  - 10) Adopting and removing from office the Members of the Supervisory Board, including the Chairman of the Supervisory Board and the Vice Chairman (Deputy Chairman) of the

Supervisory Board;

- 11) Determining the principles of remunerating the Members of the Supervisory Board;
  - 12) Determining the maximum total cost of remuneration of all advisors to the Supervisory Board that the Company may incur during the financial year.
- 4 Acquisition or disposition of real property, perpetual usufruct or a share in real property or perpetual usufruct by the Company shall not require the resolution of the General Meeting referred to in Article 393.4 of the Commercial Companies Code.

## **VI. SUPERVISORY BOARD**

### **§ 20**

1. Subject to the provisions of § 20.4, below, the Supervisory Board shall be composed of between 5 and 7 members.
2. The Members of the Supervisory Board shall be appointed for a joint 3-year (three-year) term of office.
3. The term of office shall be calculated in full financial years.
4. If appointed by means of voting in separate groups, the Supervisory Board shall be composed of five Members.
5. The Members of the Supervisory Board, including the Chairman and the Vice Chairman (Deputy Chairman) of the Supervisory Board shall be appointed and removed from office by the General Meeting.
6. The request for appointing a Member of the Supervisory Board shall be made to the Management Board, and if the request is made at the General Meeting convened to appoint the Supervisory Board, the request, to be valid, should be made to the Chairman of the General Meeting immediately once the Chairman has been appointed, not later, however, than prior to the vote on the appointment of the Members of the Management Board. Each of the requests shall be voted separately. The request for appointing a Member of the Supervisory Board shall be accompanied by a representation of the candidate in which he agrees to become a Member of the Supervisory Board, his CV, and his representation on no criminal record in terms of criminal offences that, in accordance with the applicable regulations, exclude the possibility of serving as a Member of a Supervisory Board.
7. If, as a result of expiration of the mandate of a Member of the Supervisory Board, the number of the Members of the Supervisory Board is lower than the minimum number specified in § 20.1, above, the Management Board shall immediately convene a General Meeting in order to supplement the Supervisory Board. If the Supervisory Board is appointed by means of voting in groups, a supplementary vote shall not be held, but all of the Members of a new Supervisory Board shall be appointed.

### **§ 21**

1. The Chairman of the Supervisory Board, and in his absence, the Vice Chairman (Deputy Chairman) of the Supervisory Board, shall convene the meetings of the Supervisory Board by means of a written invitation sent not later than seven days prior to the planned date of the meeting and shall chair such meetings.
2. The time limit specified in § 21.1, above, may, in justified cases, be shortened by the Chairman of

the Supervisory Board.

3. The subject of the first meeting of the Supervisory Board shall not be the adoption of resolutions on matters referred to in § 25.2 5 of the Articles of Association, excluding resolutions on the appointment of a member or members of the Management Board in the event that the Management Board of the Company consists of fewer members than required in accordance with the provisions of the Articles of Association. The next meeting of the Supervisory Board may be held not earlier than within seven days from the date of the first meeting of the Supervisory Board; until then, the Supervisory Board may adopt resolutions in the manner indicated in § 24.4.4 of the Articles of Association, with the exception of matters referred to in § 25.2.5 of the Articles of Association.

## **0§ 22**

The Members of the Supervisory Board shall perform their duties personally.

## **§ 23**

1. The Supervisory Board shall meet as needed, at least once a quarter.
2. The Management Board or a member of the Supervisory Board may request that a meeting of the Supervisory Board be convened, specifying the proposed agenda. The Chairman of the Supervisory Board, and in his/her absence, the Vice-Chairman of the Supervisory Board (Deputy Chairman of the Supervisory Board), shall convene a meeting on a date no later than two weeks from the date of receipt of the request. If the Chairman of the Supervisory Board fails to convene a meeting of the Supervisory Board in accordance with the provisions of this section, the applicant may convene it himself/herself, specifying the date, place and proposed agenda. The subject of the meeting of the Supervisory Board shall be matters submitted in the request. The meeting shall be chaired by the member of the Supervisory Board indicated by the member of the Supervisory Board who has exercised the right to convene the meeting of the Supervisory Board, and if the meeting of the Supervisory Board is convened by the Management Board - the member of the Supervisory Board indicated by the Management Board.

## **§ 24**

1. The Supervisory Board shall adopt resolutions if at least half of its members are present at the meeting and all its members have been invited.
2. The meeting of the Supervisory Board may also be attended using means of direct remote communication. The Supervisory Board shall define in the form of bylaws detailed rules for participation in the meeting using means of direct remote communication.
3. Members of the Supervisory Board may participate in adopting resolutions of the Supervisory Board by casting their votes in writing through another member of the Supervisory Board. Casting votes in writing may not concern matters included in the agenda at the meeting of the Supervisory Board.
4. The Supervisory Board may adopt resolutions in writing or using means of direct remote communication. A resolution shall be valid when all members of the Supervisory Board have been notified of the content of the draft of resolution and at least half of the members of the Supervisory Board took part in adopting the resolution.
5. A declaration of intent of a member of the Supervisory Board may be submitted in document form, and for such a declaration to be effective, it shall be not required to fill in the form made available in the ICT system, bear a qualified electronic signature, a trusted signature or a personal signature.
6. Resolutions of the Supervisory Board shall be adopted by a simple majority of votes cast. In the event of

an equality of votes, the vote of the Chairman of the Supervisory Board shall prevail.

7. Voting by the Supervisory Board shall open.
8. The Supervisory Board shall adopt the Bylaws of the Supervisory Board, specifying its organization and the manner of performing of its activities.
9. The Supervisory Board may delegate its members to independently perform specific supervisory activities and may establish an ad hoc or permanent committee of the Supervisory Board, consisting of members of the Supervisory Board, to perform specific supervisory activities. The use by the Supervisory Board of the above powers shall not release the members of the Supervisory Board from responsibility for exercising supervision in the Company. The delegated member of the Supervisory Board and the committee of the Supervisory Board shall have the right to undertake the supervisory activities within the scope specified in the provisions of the Commercial Companies Code, unless the Supervisory Board decides otherwise. The delegated member of the Supervisory Board and the committee of the Supervisory Board should provide the Supervisory Board with information about the supervisory activities undertaken and their results at least once in each quarter of the financial year.

## § 25

1. The Supervisory Board shall exercise permanent supervision over the operations of the Company in all areas of its business.
2. The competences of the Supervisory Board shall include, in addition to other matters reserved for it in accordance with statutory regulations or the Articles of Association, the following:
  - 1) Evaluation of the Management Board's report on the Company's operations and the financial statements for the previous financial year in terms of their compliance with the books, documents, and the actual state of affairs;
  - 2) Evaluation of the Management Board's requests concerning the distribution of profit or the coverage of loss;
  - 3) Submitting a written report to the General Meeting to the extent required by law;
  - 4) Concluding, terminating, and amending agreements with the Members of the Management Board and specifying the terms and conditions of remunerating them and the value of the remuneration;
  - 5) Appointing, suspending, and removing from office the President of the Management Board, the Members of the Management Board, or the entire Management Board, as well as deciding on cancelling the suspension;
  - 6) Accepting requests from the Management Board in terms of acquiring and taking up shares of companies, as well as the participation of the Company in other companies – the Supervisory Board shall specify up to what amount, on what terms and conditions, and following what procedure the Management Board may carry out the above activities without an obligation to obtain approval from the Supervisory Board;
  - 7) Delegating the Members of the Supervisory Board to temporarily perform the function of the Members of the Management Board that were removed from office, resigned, or are unable to perform their functions for other reasons;
  - 8) Selecting an audit firm to audit financial statements and selecting an audit firm to certify/audit sustainability reporting;

- 9) Specifying the consolidated text of the Articles of Association if amendments are made;
- 10) Expressing consent to acquiring and disposing of real property, perpetual usufruct, or shares in real property or perpetual usufruct;
- 11) Expressing consent to payment of advances towards the expected dividend;
- 12) Approving the long-term Company development plans and annual financial plans produced by the Management Board;
- 13) Approving the annual and the quarterly budget;
- 14) Approving expenses not provided for in the approved budget and exceeding the ordinary management of the Company's activities in the amount above 0.1% of the total assets within the meaning of the accounting regulations determined on the basis of the last approved consolidated financial statements;
- 15) Expressing consent to selling the Company's assets worth in excess of 10% of the net value of the tangible assets, except for those that constitute inventory that is marketable in the course of ordinary business;
- 16) Expressing consent to taking out long-term loans and borrowings not provided for in the budget, other than trade credits taken out in the course of the Company's ordinary business, as well as granting sureties and guarantees not provided for in the budget and encumbering assets to an extent not provided for in the budget;
- 17) Approving the employment of advisors and other persons external to the Company (except for statutory auditors) as consultants, lawyers or agents, if the annual total costs of employment such persons would exceed 0.1% of the total assets within the meaning of the accounting regulations established on the basis of last approved consolidated financial statements;
- 18) Expressing consent to contracting liabilities not provided for in the budget, exceeding the ordinary management of the Company's activities, the value of which exceeds 0.1% of the total assets within the meaning of the accounting regulations determined on the basis of the last approved consolidated financial statement;
- 19) Approving the Bylaws of the Management Board;
- 20) Examining and issuing opinions on the matters introduced by the Management Board to the agenda of the General Meeting.

## **VII. THE MANAGEMENT BOARD**

### **§ 26**

1. The Management Board shall be composed of between three and seven members, including the President of the Management Board.
2. The Supervisory Board shall appoint the President of the Management Board and, at the request of the President of the Management Board, the other Members of the Management Board.
3. The Members of the Management Board, including the President of the Management Board, shall be appointed for a joint three-year term of office.
4. The term of office shall be calculated in full financial years.

## § 27

1. The Management Board shall exercise any and all rights in terms of managing the Company, except for the rights reserved for the other bodies of the Company under statutory regulations or the Articles of Association. The President of the Management Board shall manage the work of the Management Board. The responsibilities of the particular Members of the Management Board shall be specified by the President of the Management Board.
2. Resolutions of the Management Board shall be adopted with a simple majority of votes. In the event of a split vote, the vote of the President of the Management Board shall prevail.
3. The Management Board shall make decisions in the form of resolutions adopted in the presence of at least half number of the Members of the Management Board. Resolutions may be adopted exclusively in the presence of the President of the Management Board or a person appointed to manage the work of the Management Board in the absence of the President of the Management Board.
4. Resolutions of the Management Board may be adopted if all members have been properly notified about the Management Board meeting.
5. Members of the management Board may participate in meeting by using means of direct distance communication. The Management Board shall define, in form of the bylaws, detailed rules for participating in meetings by using means of direct distance communication.
6. The Management Board may adopt the resolutions in writing or by using means of direct distance communication.
7. Members of the Management Board may participate in adopting resolutions of the Management Board by casting their votes in writing through another member of the Management Board.
8. The mode of operation of the Management Board shall be specified in detail in the Bylaws of the Management Board. The Bylaws of the Management Board shall be adopted by the Management Board and approved by the Supervisory Board, subject to section 9 below.
9. Information obligations of the Management Board referred to in Art. 3801 of the Commercial Companies Code, shall be performed in such a way that the Management Board shall be obliged to provide the Supervisory Board with the information referred to:
  - a) in art. 3801 § 1 points 1-3 of the Commercial Companies Code - provided that the Supervisory Board not later than 14 days before the meeting of the Supervisory Board shall inform the Management Board about the meeting and determine the scope of information to be presented by the Management Board at such a meeting;
  - b) in art. 3801 § 1 points 4-5 of the Commercial Companies Code - electronically or in writing immediately after the events occur, as well as upon any request of the Supervisory Board to provide such an information.

## § 28

1. Two Members of the Management Board acting jointly or one Member of the Management Board acting jointly with a holder of procuracy shall have the right to make declarations of will and sign on the behalf of the Company.
2. Attorneys-in-fact may be appointed to carry out, independently or jointly, activities of a given type or particular activities, to the extent of their power of attorney.

## § 29

1. The conclusion, amendment or termination of an employment contract or another agreement

between the Company and a Member of the Management Board and the specification of the principles of remunerating and the amount of remuneration of a Member of the Management Board shall require a resolution of the Supervisory Board. In such agreements, the Company shall be represented by the Supervisory Board, on behalf of which, under an authorisation granted in each individual case in a resolution, the Chairman or the Vice Chairman (Deputy Chairman) of the Supervisory Board shall sign or make a declaration of will in another manner.

2. The provisions of § 29.1 shall not exclude the possibility of the General Meeting appoint an attorney-in-fact to carry out the activities specified in the power of attorney.

## **VIII. THE COMPANY'S ORGANISATION**

### **§ 30**

The internal organisation of the Company's enterprise shall be specified in the Bylaws adopted by the Management Board.

## **MANAGEMENT OF CORPORATE AFFAIRS**

### **§ 31**

1. The Company's financial year shall be the calendar year.
2. Subject to the mandatory provisions of law, the Company shall create at least the following capitals:
  - 1) The share capital;
  - 2) The supplementary capital.

### **§ 32**

The supplementary capital shall be created to cover losses and for other purposes, in accordance with the legal regulations. At least 8% of the profit for a given financial year shall be transferred to the supplementary capital until the value of the supplementary capital reaches at least one third of the share capital.

### **§ 33**

Within three months from the end of a financial year, the Management Board shall produce and present to the Supervisory Board the financial statements for this financial year and a written report on the Company's operations in this period.

### **§ 34**

1. The Company's profit may be assigned for other purposes, as specified in a resolution of the General Meeting, including:
  - 1) Dividend for shareholders;
  - 2) Supplementary capital;
  - 3) Reserve capitals;
  - 4) Other purposes specified in a resolution of the General Meeting.
2. Subject to the mandatory provisions of law, the day as of which the list of shareholders entitled to the dividend for a given financial year is produced (dividend date) and the date of payment of

dividend shall be specified by the General Meeting. The dividend date shall be set on the day of adopting the resolution on the distribution of profit or on the day falling not later than three months from the day of adoption of this resolution.

3. The resolution of the Ordinary General Meeting providing for the payment of dividend after more than fifteen days from the dividend day should contain a detailed justification in this respect.
4. The Management Board shall be entitled to pay advance dividends to shareholders at the end of the financial year, provided that the Company has sufficient funds for such disbursements. The payment of the advances shall require the consent of the Supervisory Board.