

**BYLAWS OF THE GENERAL MEETING OF SHAREHOLDERS
OF ASSECO POLAND S.A.****§ 1 General Provisions and Definitions**

1. These Bylaws set forth the principles for the operation of general meetings of Asseco Poland S.A.
2. The general meetings of Asseco Poland S.A. shall be conducted in compliance with the Commercial Companies Code, the Articles of Association and these Bylaws.
3. In these Bylaws, the following terms shall be defined as follows:
 - a) Bylaws – shall mean these bylaws;
 - b) Company – shall mean Asseco Poland S.A.;
 - c) General Meeting – shall mean the Company’s General Meeting;
 - d) Supervisory Board – shall mean the Company’s Supervisory Board;
 - e) Management Board – shall mean the Company’s Management Board;
 - f) Commercial Companies Code, Company – shall mean the Commercial Companies Code of 15 September 2000 (Journal of Laws of 2000 No. 94, item 1037, as amended);
 - g) Chairman – shall mean the Chairman of the General Meeting;
 - h) shareholders – shall mean the Company’s shareholders;
 - i) Person entitled to participate – shall mean a person who, under the provisions of law, has the right to participate in the General Meeting as defined by the CCC;
 - j) Representative – shall mean a person legally authorized to represent a Person entitled to participate in the General Meeting;
 - k) Participants – shall mean Persons entitled to participate as well as Representatives attending a given General Meeting;
 - l) Person opening the General Meeting – shall mean the person indicated in § 2 sect. 1 of these Bylaws.
4. Any notifications, proposals, requests or statements provided for in these Bylaws and submitted to the Company by means of electronic communication shall be deemed to be sufficiently served upon entering a message into the means of electronic communication in such a way as to enable a person acting on behalf of the Company to get familiar with the message within the business days and working hours of the Management Office which are stated on the Company’s website or in the announcement of convening the General Meeting. The condition determined in the preceding sentence shall apply in particular to the notification referred to in § 4.
5. The Company shall have no responsibility for any consequences resulting from the impossibility of using electronic means to communicate with the Company or for non-delivery of any correspondence sent to the Company in electronic form by a Person entitled to participate, if the above is caused by reasons beyond the Company’s control.

§ 2 Opening of the General Meeting, Election of the Chairman

1. The General Meeting shall be opened either by the Chairman or Vice Chairman of the Supervisory Board. In case the above-mentioned persons are absent, the General Meeting shall be opened by the President of the Management Board or a person so designated by the Management Board.

2. Afterwards, the Person opening the General Meeting shall order an election of the Chairman of the General Meeting. The Chairman shall be elected from among all the Participants.
3. Each Participant has the right to propose one candidate (including himself/herself) for the position of the Chairman, to be entered into the record.
4. Each proposed candidate shall be entered in the list of candidates having previously submitted a statement expressing his/her consent to stand as a candidate. Having ascertained that no further candidates are proposed, the Person opening the General Meeting shall announce the closure of the list of candidates. After closing the list of candidates, the Person opening the General Meeting shall order a voting to elect the Chairman.
5. The Chairman shall be elected by a secret ballot. The Person opening the General Meeting shall oversee the proper conduct of such voting and announce the result thereof.
6. The candidate, from among those entered in the list of candidates, who receives the largest number of votes shall become the Chairman. In the event two or more candidates receive the same largest number of votes, the election voting shall be repeated. Such repeated voting may only be participated by the candidates who received the same largest number of votes in the previous voting.

§ 3 List of Attendance

1. Every Participant is required to sign in the list of attendance immediately after coming to the venue of the General Meeting.
2. The list of attendance should include in particular:
 - a) first name and surname or corporate name of each Participant;
 - b) indication of the document proving the Participant's identity;
 - c) in case of Representatives, additional information is required:
 - i. first name and surname or corporate name of the Person entitled to participate on behalf of whom a Representative is acting, and
 - ii. the source of representation (e.g. member of a corporate representative body, proxy, statutory representative).
 - d) indication on what basis the Person entitled to participate has the right to participate in the General Meeting (e.g. shareholder, lien holder, creditor);
 - e) number of shares at the Participant's disposal;
 - f) number of votes the Participant is entitled to exercise;
 - g) signature of the Participant.
3. Before signing in the list of attendance, Participants are obliged to present a document proving their identity beyond any doubt.
4. Whereas, persons acting as Representatives, before signing in the list of attendance, are additionally obliged to present documents to be entered into the record, confirming undoubtedly their legal authorization to represent a Person entitled to participate in the General Meeting. Furthermore, a proxy whose power of proxy has been granted in electronic form, before signing in the list of attendance, is additionally obliged to submit a print-out of his/her power of proxy to be entered into the record or to send such power of proxy by e-mail to the address indicated on the Company's website or in the announcement of convening the General Meeting.

5. In order to enable identification of the shareholder establishing a proxy, a notification of granting the power of proxy in electronic form shall include (as an enclosure):

a) in case of an individual shareholder – a photocopy of the identity card, passport or another official document confirming the identity of such shareholder; or

b) in case of a legal person shareholder – a photocopy of the certificate of entry in the relevant commercial register, or another document confirming the authorization of an individual (or several individuals) to represent such shareholder at the General Meeting (e.g. uninterrupted series of powers of proxy).

6. If the event of any doubt regarding the authenticity of the photocopies of documents specified in section 5 above, the Company reserves the right to require a proxy to present additional documents when being entered into the list of attendance:

a) in case of an individual shareholder – a photocopy of the identity card, passport or another official document confirming the identity of such shareholder, certified as a true copy of the original by a notary public or another competent entity; or

b) in case of a legal person shareholder – an original copy of the certificate of entry in the relevant commercial register, or a photocopy of such document certified as a true copy of the original by a notary public or another competent entity, or another document confirming the authorization of an individual (or several individuals) to represent such shareholder at the General Meeting (e.g. uninterrupted series of powers of proxy).

7. In order to enable identification of a proxy, the Management Board reserves the right to require a proxy to present the following documents when being entered into the list of attendance:

a) in case of an individual proxy – a photocopy of the identity card, passport or another official document confirming the identity of such proxy; or

b) in case of a legal person proxy – an original copy of the certificate of entry in the relevant commercial register, or a photocopy of such document certified as a true copy of the original by a notary public or another competent entity, or another document confirming the authorization of an individual (or several individuals) to represent such proxy at the General Meeting (e.g. uninterrupted series of powers of proxy).

8. After being signed by the Chairman, the list of attendance shall be disclosed to all the Participants.

§ 4 Power of Proxy in Electronic Form

1. If, under the applicable provisions of law, it is allowed to grant a power of proxy in electronic form to participate and exercise voting rights at the General Meeting, a Person entitled to participate in the General Meeting shall notify the Company of having granted such a power of proxy.

2. Such notification may be made in writing or in electronic form.

3. A notification made in electronic form shall be sent to the Company by e-mail to the address indicated on the Company's website or in the announcement of convening the General Meeting. The Management Board may determine another method for submitting such notification. The required method of notification shall be each time indicated in the announcement of convening the General Meeting.

4. Such notification shall include:

a) first name and surname or corporate name of the principal, and first names and surnames of the persons authorized to grant a power of proxy on the principal's behalf;

- b) type and number of the identity document as well as the principal's personal identification number (PESEL) in case of individuals, or company registration number (KRS) in case of legal persons entered in the register of entrepreneurs;
- c) first name and surname of the proxy;
- d) place of residence (corporate seat) of both the principal and the proxy;
- e) phone number and e-mail address enabling continuing contact with the principal;
- f) date of granting the power of proxy;
- g) indication of the General Meeting the power of proxy is granted for;
- h) scope of the power of proxy, and in particular any limitations of the power of proxy as well as indication of whether the proxy may designate further proxies;
- i) indication of whether the power of proxy is revocable.

5. Such notification shall be submitted to the Company allowing the time for identification of the principal and his designated proxy and, in any case, not later than on the day preceding the date of the General Meeting.

6. Further notification requirements may be determined in the announcement of convening the General Meeting.

7. If the notification is submitted in compliance with the requirements specified in sections 1 to 6 above as well as in the announcement of convening the General Meeting, the Company shall immediately confirm to the principal the fact of being notified.

8. If the submitted notification fails to satisfy the requirements specified in sections 1 to 6 above as well as in the announcement of convening the General Meeting, the Company shall immediately inform the principal accordingly and indicate the deficiencies of such notification.

9. Failure to provide such notification or submitting a notification in violation of the requirements specified in sections 1 to 6 above as well as in the announcement of convening the General Meeting will be taken into account when determining whether a proxy is legally authorized to represent his/her principal at the General Meeting. As a result a given person may, in particular, be not allowed to participate or be precluded from participation in the General Meeting.

10. The provisions of sections 1 to 9 are also applicable for granting a further power of proxy as well as for revoking a power of proxy.

§ 5 Other Persons Taking Part in the General Meeting

1. Apart from the entitled Participants, the General Meeting may also be attended by other persons if their participation is allowed by the provisions of law or the Articles of Association, or if the Chairman allows them to attend the General Meeting. It applies in particular to the Company's advisors or the Chairman's advisors (notaries, lawyers, certified accountants) as well as other persons engaged to help organize the General Meeting.

2. In order to receive support with the organization of the General Meeting, the Company may also hire a professional firm specialized in the preparation or conduct of general meetings of shareholders.

§ 6 Chairman

1. Immediately after being elected, the Chairman shall take charge over the General Meeting from the Person opening the General Meeting, and also sign the list of attendance. Having taken up his position, the Chairman shall order an election of a three-person Returning Committee to perform activities in support of the voting process.
2. The Chairman shall be responsible for managing the proceedings of the General Meeting, and in particular for:
 - a) ensuring efficient conduct of the General Meeting in accordance with the adopted agenda and with due observance of the rights and interests of all shareholders;
 - b) counteracting any abuse of rights by the General Meeting Participants;
 - c) allowing the General Meeting Participants to speak or forbidding the speakers to continue;
 - d) preparing, closing and announcing the lists of candidates;
 - e) presenting the draft resolutions and amendments;
 - f) ordering particular votings and overseeing their proper conduct;
 - g) announcing the results of votings;
 - h) ordering short breaks in the proceedings of the General Meeting, which shall not constitute an adjournment of the session, including in order to call on competent security staff to remove a Participant from the venue of the General Meeting in the event they impede the orderly conduct of the General Meeting or their behaviour is aggressive or importunate towards other Participants;
 - i) bringing any procedural issues for debate;
 - j) changing the order of consideration of particular issues included in the meeting agenda;
 - k) providing interpretation of the provisions of these Bylaws;
 - l) allowing any third parties, including media representatives, to attend the General Meeting.
3. The General Meeting may, at the Chairman's motion, resolve to limit the time of utterances and close the list of speakers, provided the Participants have already spoken both in favour of and against the adoption of a proposed resolution.
4. The Chairman shall have the right to make final editorial changes of a motion being put to vote, if the wording of a proposed resolution has not been clearly formulated by the discussion participants.
5. The Chairman shall manage the work of support personnel.
6. The Chairman should not resign from performing his duties without a material cause. Furthermore, the Chairman is not allowed to delay signing of the General Meeting minutes without a justifiable reason.
7. In the case of serious doubt, the Chairman may refer any matter falling within his competence to be decided on by the General Meeting.

§ 7 Ability of the General Meeting to Pass Resolutions

1. Having taken charge over the General Meeting, the Chairman shall:
 - a) determine whether the General Meeting has been properly convened or, in case the General Meeting is held without being formally convened, whether the entire share capital is represented at the General Meeting and whether none of the Participants raises an objection against such meeting to take place or against resolving on any particular issue included in the meeting agenda;
 - b) state whether the General Meeting is able to adopt resolutions.
2. In the event there are no grounds for determining that the General Meeting has been properly convened and that it is able to adopt resolutions, the Chairman shall close the General Meeting.

§ 8 Returning Committee

1. The General Meeting may appoint a Returning Committee in order to perform activities in support of the voting process.
2. The Returning Committee shall provide technical assistance in conducting the voting process and inform the Chairman about the voting results. Written records containing the results of each voting shall be signed, immediately after the votes have been counted, by all members of the Returning Committee and the Chairman.
3. The Returning Committee shall be composed of three persons. The Chairman is entitled to propose candidates for members of the Returning Committee. Any Participant may be elected as member of the Returning Committee. Each proposed candidate shall be entered in the list of candidates having previously submitted a statement expressing his/her consent to stand as a candidate. The list of candidates shall be prepared by the Chairman. Having ascertained no further candidates are proposed, the Chairman shall close and announce the list.
4. Members of the Returning Committee shall be elected by putting the list of candidates to a vote. If the number of candidates proposed is higher than the maximum number of members of the Returning Committee, the Chairman shall order a separate vote on each such candidate. The candidates who receive the largest number of votes, however not lower than a simple majority, shall become members of the Returning Committee. In the event of an equal number of votes, the Chairman of the General Meeting shall order a supplementary voting on the candidates who have received the same number of votes.
5. The Returning Committee shall elect, from among its members, the Chairman of the Returning Committee to manage its activities.

§ 9 Agenda of the General Meeting

1. The detailed agenda of the General Meeting shall be included in the announcement of convening the General Meeting.
2. A shareholder or shareholders representing at least one-twentieth of the Company's share capital may request including certain issues in the agenda for the next General Meeting. Such a request should include relevant justification or a draft resolution on the proposed item of the agenda. Any such request must be notified to the Management Board at least twenty-one days before the General Meeting is held.
3. Furthermore, the request must be accompanied by documents confirming beyond any doubt that at the date of submitting such request the petitioners are shareholders

representing at least one-twentieth of the Company's share capital. The request should indicate the address for correspondence with the petitioners. The request, its form and manner of submission shall comply with the provisions of law, these Bylaws and the requirements specified each time in the announcement of convening the General Meeting.

4. If the request is submitted in compliance with the requirements specified in sections 2 and 3 above as well as in the announcement of convening the General Meeting, the Management Board shall announce changes in the meeting agenda corresponding to that request. Such changes shall be announced not later than eighteen days before the established date of the General Meeting. The relevant announcement shall be made in the manner appropriate for convening of the General Meeting.

5. If the submitted request fails to satisfy the requirements specified in sections 2 and 3 above as well as in the announcement of convening the General Meeting, the Company, within three business days of receiving such request, shall inform the petitioners accordingly and indicate the deficiencies resulting in rejection of their request. A duly supplemented request may be resubmitted provided the submission deadline indicated in section 2 above is met.

6. Having determined the General Meeting is able to adopt resolutions, the Chairman shall read out the agenda of the General Meeting and order a vote on the resolution to adopt the agenda.

7. Any matters that do not require adoption of a resolution may be subject to consideration by the General Meeting even if they were not included in the meeting agenda.

8. No resolution may be passed on issues that are not included in the meeting agenda, unless the Company's entire share capital is represented at the General Meeting and none of the Participants raises an objection against passing such a resolution. Resolutions on convening of an Extraordinary General Meeting as well as resolutions of procedural nature may be passed despite not being included in the meeting agenda. Resolutions of procedural nature shall include in particular:

- a) resolution on changing the sequence of consideration of particular items on the agenda;
- b) resolution on removing a particular issue from the agenda, as referred to in section 9;
- c) resolution on the method of voting;
- d) resolution on adjournment of the General Meeting, as referred to in § 15.

9. The General Meeting may pass a resolution on removing a particular issue from the meeting agenda. A motion for adopting such a resolution should be duly justified.

§ 10 Draft Resolutions

1. Draft versions of resolutions to be passed by the General Meeting shall be prepared by the Company's corporate body or by the persons who convened or requested convening of the General Meeting.

2. Before the date of the General Meeting, a shareholder or shareholders representing at least one-twentieth of the Company's share capital may submit to the Company, in writing or by means of electronic communication, their proposed draft resolutions on issues already included in the agenda or on issues to be included in the agenda of the General Meeting. Such proposal should be submitted to the Company at the latest on the day preceding the date of the General Meeting.

3. Furthermore, the proposal of draft resolutions must be accompanied by documents confirming beyond any doubt that at the date of submitting such proposal the petitioners are shareholders representing at least one-twentieth of the Company's share capital.
4. The proposal, attached documents and the manner of their submission as well as the form of the proposed draft resolutions shall comply with the provisions of law, these Bylaws and the requirements specified each time in the announcement of convening the General Meeting.
5. If the proposal containing draft resolutions is submitted in compliance with the requirements specified in sections 2 to 4 above as well as in the announcement of convening the General Meeting, such draft resolutions shall be immediately announced on the Company's website.
6. If the proposal containing draft resolutions fails to satisfy the requirements specified in sections 2 to 4 above or in the announcement of convening the General Meeting, the Company, within three business days of receiving that proposal (however, not later than on the day preceding the date of the General Meeting), shall inform the petitioners accordingly and indicate the deficiencies resulting in rejection of their draft resolutions.
7. Each Participant may, during the course of the General Meeting, propose draft resolutions concerning any issues included in the meeting agenda, which must be done prior to closing the discussion on the item of the agenda which is addressed by such draft resolution.
8. If two or more draft resolutions are proposed on a given issue included in the meeting agenda, a list of draft resolutions shall be drawn up. Such a list shall at first mention the draft resolution prepared by the Company's corporate body or by the persons who convened or requested convening of the General Meeting, and afterwards further draft resolutions in the sequence of being proposed, including the names of persons proposing each draft resolution.

§ 11 Discussion

1. Before consideration of any issue is commenced, the actual state of the matter shall be presented by the Chairman or by his designated person.
2. Afterwards the Chairman shall read out the draft resolution, provided the subject issue requires adoption of a resolution. In the event several draft resolutions are proposed on the subject issue, the Chairman shall read them out in the sequence resulting from the list of draft resolutions. If the texts of draft resolutions are made available to Participants during the discussion and voting, the Chairman may, upon the Participants' consent, refrain from reading the draft resolutions out and, instead of that, just mention them all in the sequence resulting from the list of draft resolutions.
3. Once the actual state of the matter has been presented or the draft resolutions have been read out, the Chairman shall open a discussion and allow any of the General Meeting Participants to speak on the issue under consideration as well as on the draft resolutions. Upon the Chairman's consent, the discussion may be participated also by the persons referred to in § 5.
4. The Chairman shall allow the Participants to speak in the sequence of requests. Members of the Company's corporate bodies as well as the persons referred to in § 5 may be allowed to speak without waiting for their turn. The Chairman may also allow for submission of out-of-turn motions as determined in section 5 below.
5. During the discussion, each Participant may submit motions for changing the discussed draft resolution (Amendment) which must be supported by appropriate justification. The Chairman shall accept the proposed Amendment of a draft resolution on

condition it is not opposed by any of the Participants. In the event any objection is raised, the Chairman shall put the proposed Amendment to a vote by the General Meeting. The General Meeting shall pass a resolution either to accept or reject such proposed Amendment. In the event several Amendments are proposed on the same issue, the Chairman shall order voting at his sole discretion, assuming that Amendments containing the most far-reaching changes to the original draft resolution should be put to vote first. If there are any doubts regarding interpretation, the final version of a draft resolution shall be announced by the Chairman of the General Meeting.

6. During the discussion, each Participant may submit motions concerning procedural matters, and in particular motions for the General Meeting to pass resolutions referred to in § 9 sect. 8 items a) to d), as well as motions for the Chairman to command taking actions within the scope of his responsibilities. The last mentioned motions shall be decided on by the Chairman at his own discretion.

7. Each Participant is entitled to appeal to the General Meeting against the Chairman's decisions on the final wording of draft resolutions, the wording of Amendments as well as decisions referred to in section 6 above. The General Meeting shall pass a resolution in order to finally resolve any matter falling within the Chairman's competence.

§ 12 Voting

1. Having ascertained that no further utterances or motions are made, the Chairman shall close the discussion and order voting on the draft resolutions on a particular issue, taking into account any earlier adopted Amendments.

2. Voting on the draft resolutions on a particular issue shall be conducted in the sequence of appearance in the list of draft resolutions. If, as a result of voting, a particular draft resolution receives a majority of votes required to pass a resolution, such resolution shall be deemed adopted in the shape proposed in its draft. In such event the remaining draft resolutions on the same issue shall not be put to vote.

3. Voting at the General Meeting shall be open unless the provisions of the Commercial Companies Code or the Articles of Association require taking a secret ballot. Members of the Returning Committee shall be elected by a secret ballot.

4. Secret ballots shall be administered for election of the Supervisory Board members and when voting on motions for dismissal of the Company's governing body members or liquidators, or for holding such persons accountable, as well as on motions concerning other personal matters. A secret ballot shall also be taken upon request of even one of the attending Participants.

5. Each share confers the right to one vote at the General Meeting.

6. Subject to the provisions of the Commercial Companies Code and the Articles of Association, resolutions of the General Meeting shall be adopted by a simple majority of votes cast, irrespective of the number of shares represented at the General Meeting.

7. Voting shall be carried out using an electronic voting system or, exceptionally, with the use of written voting cards. Votings shall be ordered by the Chairman.

8. Detailed guidelines for voting shall be determined in the voting instructions to be communicated orally to Participants at the General Meeting.

9. Once the numbers of votes cast have been counted (either by an electronic system or by the Returning Committee in the event of voting with the use of written voting cards), the voting result shall be printed out and subsequently signed by members of the Returning Committee and the Chairman.

10. Should any justified doubts arise with regard to the correct counting of votes cast, the Chairman, acting on its own initiative or upon request of a shareholder or a group of shareholders or their proxies participating in the General Meeting, may order to repeat such voting with the use of either an electronic voting system or written voting cards.

11. Taking part in voting via correspondence is not admissible.

12. Once a particular voting is completed, the Chairman shall announce the result thereof.

13. Within a week's time after the end of the General Meeting, the voting results shall be disclosed on the Company's website, in the scope determined in § 17 sect. 2 item c). The voting results shall be accessible until the expiry of the deadline for filing appeals against resolutions of the General Meeting.

§ 13 Voting by a Proxy

1. Persons entitled to participate may take part in the General Meeting and exercise their voting rights in person or by a proxy. A proxy shall execute all the rights vested in the Person entitled to participate, unless his/her power of proxy states otherwise.

2. Persons entitled to participate may give instructions to their proxies in any manner or form.

3. Document forms to be used for voting by a proxy shall be determined by the Company. Relevant information shall be included in the announcement of convening the General Meeting.

4. A document form shall include a draft resolution on a particular issue. If multiple draft resolutions are proposed on a particular issue, a separate document form shall be prepared for each of those draft resolutions.

5. Document forms shall be posted on the Company's website as of the day of making the announcement of convening the General Meeting and in the event a draft resolution is proposed at a later time, a relevant document form shall be published immediately after the announcement of such draft resolution.

6. Furthermore, the said document forms should enable:

a) identification of the Person entitled to participate who is casting a vote and their proxy;

b) casting a vote;

c) filing an objection against the resolution by the voter;

d) providing instructions as to the manner of voting with regard to each resolution that the proxy is expected to vote on.

§ 14 Appointment and Dismissal of Members of the Supervisory Board

1. Members of the Supervisory Board shall be appointed and dismissed by the General Meeting.

2. Members of the Supervisory Board shall be appointed for a five-year joint term of office. Each member of the Supervisory Board may be reappointed to this position.

3. Before commencing the procedure to appoint members of the Supervisory Board during the General Meeting, the Chairman informs the Participants about the number of persons who can be elected as members of the Supervisory Board.

4. Each shareholder or shareholder's proxy has the right to propose candidates for members of the Supervisory Board. Such candidates must be formally proposed during the General Meeting.

5. A shareholder that intends to propose candidates for the Supervisory Board shall provide the Company with the basis for proposing such candidates along with their professional CVs within a timeframe enabling other shareholders to review those documents before the General Meeting is held, in order to make an informed decision on a relevant resolution. Having received any information from shareholders on their proposed candidates, the Company shall immediately disclose such information to other shareholders, in the manner determined in the announcement of convening the General Meeting with regard to the disclosure of documents and draft resolutions to be submitted to the General Meeting, including the obligation to present such information on the Company's website in accordance with art. 402³ § 1, items 3 and 4 of the Commercial Companies Code. Any shareholder who proposes a candidate for the Supervisory Board shall submit to the Company such candidate's written statement expressing their consent to take the position of a member of the Supervisory Board, confirming the lack of obstacles to their performance of such duties, and giving consent to the processing and publication of their personal data by the Company, to the extent required when standing as a candidate for the Supervisory Board or in performing duties at the Supervisory Board. The form of such statement to be made by candidates for members of the Supervisory Board is available from the Company's Management Office as well as on the Company's website.

6. Any candidate for a member the Supervisory Board, who has not previously submitted an appropriate statement in writing, shall make an oral statement, to be recorded in the minutes of the General Meeting, expressing their consent to take the position of a member of the Supervisory Board, confirming the lack of obstacles to their performance such duties, and giving consent to the processing and publication of their personal data by the Company, in accordance with the statement form provided on the Company's website. In the event a proposed candidate is absent from the General Meeting, prior to entering such candidate's name in the list of candidates, it is necessary to submit their written statement to the effect described in the preceding sentence, prepared in accordance with the statement form provided on the Company's website.

7. Voting shall be carried out using an electronic voting system. In justified cases, the Chairman may administer voting with the use of written election lists.

8. In the event of voting with the use of an electronic voting system, the election is conducted in accordance with the procedure described in § 12 sect. 8 and subsequent items of these Bylaws, observing the following principles:

a) the Chairman shall prepare the list of candidates in alphabetical order;

b) the Chairman shall order voting on each candidate separately, in alphabetical order according to the prepared list of candidates;

c) a resolution on appointment of a candidate as member of the Supervisory Board shall be adopted upon receiving a simple majority of votes cast, subject to the provisions of items d), e) and f) below;

d) the candidates who receive the consecutive largest numbers of votes cast shall be considered to have been elected as members of the Supervisory Board;

e) in case any candidates for members of the Supervisory Board receive an equal number of votes, being higher than a simple majority of votes cast, the Chairman shall order a supplementary voting;

f) if the General Meeting adopts more valid resolutions on appointment of members of the Supervisory Board than the number of persons who can be elected, as informed

by the Chairman pursuant to section 3 above, then the resolutions on election of the persons who received the smallest number of votes, or who did not qualify within the number of persons to be elected, shall be considered ineffective.

9. In the event of voting with the use of written election lists, the Returning Committee shall prepare such election lists including the names of all candidates to the Supervisory Board arranged in alphabetical order. Such election lists shall be stamped with the Company's seal. Voting shall be executed by crossing out all non-supported candidates. A vote shall be deemed invalid in cases where:

- a) a vote is cast in favour of a candidate added to the election list by the voter himself/herself;
- b) all the candidates in the election list have been cross out;
- c) votes are cast for a higher number of candidates than the predetermined number of persons to be elected.

10. The candidates who receive the largest number of votes, however not lower than a simple majority of votes cast, shall be appointed as members of the Supervisory Board.

11. The results of voting shall be announced by the Chairman.

12. In the event a member of the Returning Committee is proposed as a candidate to the Supervisory Board and that person does not object to such candidacy, he/she shall be dismissed from the Returning Committee and substituted by another elected person.

13. The above provisions do not prejudice the election of members of the Supervisory Board by group voting as set out in the Commercial Companies Code.

§ 15 Adjournment of the General Meeting

1. The General Meeting may pass a resolution on adjournment of its session. Adjournments may not last longer than thirty days in aggregate.

2. A resolution on adjournment of the General Meeting should specify the date and time when the session of the General Meeting shall be resumed.

3. Should a resolution on adjournment of the General Meeting be adopted, it is not obligatory to maintain the same composition of Participants in order for the General Meeting to be continued, meaning in particular that:

- a) after the adjournment, the General Meeting may be attended by a different number of Participants on condition they are all entered in the list of attendance drawn up on the day of resuming the General Meeting session;
- b) provided a person elected as the Chairman prior to the adjournment is present on the day of resuming the General Meeting session, the election of the Chairman shall not be repeated and such person shall remain at that position;
- c) the right to participate in the General Meeting shall be decided in accordance with the provisions of law and the deadlines specified therein shall be counted with reference to the announced date of the General Meeting, and not in relation to the date when the General Meeting is resumed. However, the Participants may authorize other persons as their Representatives.

4. A resolution on adjournment of the General Meeting does not require any additional announcement of convening or resuming the General Meeting or any additional publication of its agenda.

5. Should the General Meeting adjourn its session, the resolutions adopted prior to the adjournment shall be recorded in the minutes with a remark that General Meeting has been adjourned.

6. Resolutions adopted after the General Meeting is resumed shall be recorded in separate minutes, and if several adjournments take place, separate minutes shall be taken for each of the General Meeting sessions. Every record of the minutes shall be appended with a list of attendance at the particular session of the General Meeting.

7. The Chairman may order short breaks of the General Meeting for technical reasons. In such event the Chairman shall inform the Participants of the time and place the General Meeting shall be resumed.

§ 16 Closure of the General Meeting

After addressing all the items on the agenda, the Chairman shall announce closure of the General Meeting.

§ 17 Minutes

1. Resolutions of the General Meeting shall be recorded in the minutes prepared by a notary public.

2. The General Meeting minutes shall include in particular:

a) statement whether the General Meeting has been properly convened and whether it is able to adopt resolutions;

b) adopted resolutions;

c) with respect of every resolution, an indication of: the number of shares for which valid votes were cast, the interest of such shares in the Company's share capital, the total number of valid votes cast, the numbers of votes "For", "Against", and "Withheld" as well as any objections raised.

3. The minutes shall be appended with the list of attendance as referred to in § 3.

4. A copy of the minutes along with the evidence of convening the General Meeting as well as the documents specified in § 3 sect. 4 shall be retained by the Management Board in the Register of Minutes. Furthermore, the Register of Minutes should include the Returning Committee records of the voting results, provided a Returning Committee has been elected, as well as voting cards in the event such cards have been used for voting.

5. The Chairman may give an instruction to record the proceedings of the General Meeting on video, in which case such recording shall be published on the Company's website.

§ 18 Unregulated Matters

Any matters not regulated by the provisions of law, the Articles of Association or by these Bylaws, which pertain to the operation of the General Meeting, shall be settled by the General Meeting itself.

§ 19 Amendments

1. Any amendments or modifications of these Bylaws may be enacted by a resolution of the General Meeting.
2. The amendments or modifications shall take effect from the first General Meeting following the General Meeting at which such amendments or modifications have been adopted, unless a resolution of the General Meeting stipulates otherwise.

§ 20 Entry into force

These Bylaws shall become effective from the first General Meeting following the General Meeting at which these Bylaws have been adopted.