

THE BY-LAWS OF THE GENERAL MEETING of Work Service S.A.
as amended on 22 February 2011.

§ 1 (General Provisions)

1. The By-laws specify details of compiling the agenda, conducting sessions and adopting the resolutions of the General Meeting. The General Meeting shall be convened and conducted pursuant to the applicable laws, the Company's Articles of Association and these By-laws, including in compliance with the rules of corporate governance, and in particular in accordance with the good practices principles of companies listed on the Warsaw Stock Exchange. -----
2. The By-laws shall be adopted by the General Meeting. -----
3. The By-laws of the General Meeting shall be kept in the Company's registered office and after the Company receives the status of a Public Company - shall also be published on the Company's website. -----
4. The Shareholders should take all efforts so that after the Company has received the status of a Public Company their actions as well as actions of the Members of the Management Board and Supervisory Board comply with the rules of corporate governance, and in particular good practices principles of companies listed on the Warsaw Stock Exchange . -----

§ 2 (Glossary)

1. Regulation - the applicable regulation of the Minister of Finance, regulating the submission of current and periodic information by the issuers of securities. -----
2. The Offer Act - Act on Public Offering, Terms and Conditions of Introducing Financial Instruments to the Organised Trading, and on Public Companies of 29 July 2005 (Journal of Laws of 2009, No. 185, item 1439 as amended).-----
3. The Trading Act - Financial Instruments Trading Act of 29 July 2005 (Journal of Laws, No. 183, item 1538 as amended) -----
4. Commercial Companies Code, the Code - Commercial Companies Code Act of 15 September 2000 (Journal of Laws No. 94, item 1037 as amended).-----
5. the Company - Work Service S.A. -----
6. Shareholder - a shareholder of Work Service S.A. -----
7. Public Company - a Company as mentioned in art. 4 (20) of the Offer Act.

§ 3 (Convention and Cancellation of the General Meeting)

1. The General Meeting of the Company may be Annual or Extraordinary.-----
2. The General Meeting shall be held at the Company's registered office or in Warsaw. -----
3. The convention of the General Meeting shall be announced in the Court and Business Gazette at least three weeks prior to the scheduled date of the General Meeting, subject to § 3(5). -----
4. The announcement in the Court and Business Gazette shall provide for the date, time and place of the General Meeting and shall also include a detailed agenda. Where the amendment of the Articles of Association is intended, the current provisions as well as all suggested changes thereto must be quoted. The announcement may contain a draft consolidated text of the Articles of Association with a list of all new or amended provisions, if the scope of the intended changes so requires. -----
5. After the Company has received the status of a Public Company, the General Meeting shall be convened in accordance with art. 4021 of the Commercial Companies Code, by posting via the Company's website an announcement the wording of which shall comply with art. 4022 of the Code and by publishing a relevant current report regarding that matter, corresponding to the requirements

provided for in the Regulation and Offer Act. The above described forms of communication shall also apply to other information required under the applicable laws, relating to the General Meeting. -----

6. Cancellation or deferral of the General Meeting or changes in the agenda shall not stop or limit the execution of the right of participation or the right of vote. In particular, the General Meeting the convention of which was requested by a Shareholder or Shareholders in a case referred to in § 4(3) or the agenda of which includes matters submitted by such Shareholders in accordance with § 5(3) may be cancelled or adjourned only with such Shareholders' consent. -----

§ 4 (Subjects Authorised to Convene the General Meeting)

1. General Meetings are convened by the Management Board. -----
2. The Supervisory Board is entitled to convene the General Meeting if the Management Board fails to do so within the term set forth in art. 395 § 1 of the Code, and to convene the Extraordinary General Meeting if it deems it to be relevant, and the Management Board fails to do so within two weeks of the Supervisory Board's valid request. -----
3. The Extraordinary General Meeting may also be convened at the request of the Supervisory Board and Shareholder or Shareholders representing at least the twentieth share of the Company's share capital.-----
4. The General Meeting convened at the request of the Shareholders should be held on the day indicated in that request or, in the case of material impediments - on the earliest possible day allowing the General Meeting to decide the matters on the agenda. -----
5. Resolutions can still be adopted even if the General Meeting was not formally convened, provided the whole share capital is represented and none of the present objected to the General Meeting to be held or to particular matters to be included in the agenda. -----

§ 5 (Agenda)

1. The General Meeting may adopt resolutions only on matters on the agenda, unless the whole share capital is represented at the Meeting and none of the present objected to a resolution to be adopted.
2. The subject convening the General Meeting shall establish the agenda. -----
3. Any Shareholder or Shareholders representing at least the twentieth share of the Company's share capital may request that certain matters be included in the agenda of the coming General Meeting, subject to terms and conditions specified in art. 401 of the Commercial Companies Code.-----
4. If the request mentioned in § 5(3) is submitted after the date specified in art. 401 (1), the second or third sentence in the Code, respectively, such a request shall be taken as a request for convening another General Meeting.-----
5. Every request for the inclusion of a matter in the agenda of the General Meeting or for quitting the discussion on a matter on the agenda shall be properly justified so that a fully informed resolution can be adopted.-----
6. Where no justification has been provided, as mentioned in § 5(5) the Management Board shall immediately ask the Shareholder or Shareholders who submitted that request to provide one. -----
7. The General Meeting may accept the agenda as it is, change the order of items or remove some of the items from the agenda. -----
8. The decision to quit the discussion on a matter on the agenda should be preceded by arguments in favour of such a decision. -----

§ 6. (Provision of the General Meeting Materials to Shareholders)

1. Draft resolutions to be considered by the General Meeting along with the justifications thereof, and other materials to be presented to the General Meeting, as well as - where no resolutions are to be adopted - any comments or opinions of the Management Board or of the Supervisory Board relating to the matters on the agenda or matters to be introduced to the agenda before the date of the General Meeting shall be made available to the Shareholders for their information at the Management Board's offices in the registered office of the Company, and after the Company has received the status of a Public Company, also on the Company's website (meeting the requirements of art. 4023 of the Code) as from the day when the General Meeting was convened, including the term specified in § 6(3). -----
2. The same method of communication as defined in § 6(1) above, shall apply to the publication of draft resolutions submitted before the date of the General Meeting by a Shareholder or Shareholders representing at least the twentieth share of the share capital, relating to matters on the agenda of the General Meeting or matters to be included in the agenda.-----
3. Shareholders shall have the right to request for a copy of motions filed with relation to matters on the agenda a week before the General Meeting. -----
4. Draft resolutions of the General Meeting shall be made available to Shareholders along with the justification thereof, if made, and with the opinion of the Supervisory Board, if issued. -----

§ 7 (Participation in the General Meeting)

1. Shareholders shall be authorised to participate in the General Meeting and vote the shares in person or via an attorney-in-fact (other representative). -----
2. Shareholders shall be authorised to participate in the General Meeting, subject to the requirements specified in art. 406 of the Commercial Companies Code, and subject to the provisions under § 7(3). -----
3. After the Company has received the status of a Public Company, the Shareholders shall be authorised to participate in the General Meeting subject to terms and conditions specified in art. 4061, art. 4062 and art. 4063 of the Commercial Companies Code. -----
4. The list of Shareholders entitled to participate in the General Meeting, signed up by the Management Board and containing the full names or business names of the entitled participants, their place of residence (registered office), number, type and shares numbers and the number of votes to which they are entitled, should be kept in the Company's registered office for three business days prior to the General Meeting. Service address can be provided instead of the place of residence in the case of natural persons. Shareholders may look through the list of Shareholders in the Management Board's offices and request a copy of that list, the cost of which shall be covered by that Shareholder. Shareholders may look through a list of Shareholders at the Management Board's offices in the Company's registered office and request for a copy of that list, the cost of which shall be covered by that Shareholder, and after the Company has received the status of a Public Company - may request that the list be e-mailed to him/her free of charge to the indicated address. -----
5. A power of attorney granting the right of representation of a Shareholder shall be in writing or else shall be null and void. A written document, certifying that its holder has the right to represent a Shareholder at the General Meeting shall by implication be deemed legal and shall require no further verifications, unless its authenticity or validity *prima facie* has been questioned by the Management Board (during the signing the attendance list) or by the Chairperson of the General Meeting. The fee charged with respect to the power of attorney shall be in amount fixed in accordance with the applicable laws. In the event that the Shareholder is

a legal person, a valid copy of the relevant register wherein that legal person is registered should be attached to the power of attorney. A valid copy shall be a copy clearly showing that the person granting the power of attorney has the capacity to do so.-----

A power of attorney authorising a Shareholder's representative to exercise the right of vote at the General Meeting should be in writing or else shall be null and void. After the Company receives the status of a Public Company, such a power of attorney may be granted in an electronic form (and shall require no secure signature verifiable on the basis of a valid qualified certificate).

6. A Member of the Company's Management Board or the Company's employee may act as an attorney-in-fact at the General Meeting, provided the Company has a status of a Public Company.-----
7. The representation of the current Members of the Supervisory and Management Board present at the General Meeting should be such that it ensures that all questions asked during the General Meeting are answered substantively. However, their absence shall not be considered as a formal impediment to holding the General Meeting or to adopting resolutions.-----
8. A certified auditor should be present at the Annual General Meeting and Extraordinary General Meeting if any financial matters of the Company are to be discussed during any of these Meetings.-----
9. In addition other participants allowed to be present at the General Meeting are:--
 - a) a notary public drafting the minutes - the whole time during the General Meeting;-----
 - b) officers, managers and other employees of the Company or of the Company's subsidiaries invited by the Management Board - during the discussion on items on the agenda being within the scope of their responsibility;-----
 - c) experts invited by the body convening the General Meeting - during the discussion on items on the agenda relating to aspects that are subject to expert evaluation or, upon the consent of Shareholders representing the simple majority of votes, during the discussion on the remaining items on the agenda;-----
 - d) media representatives - upon the consent of Shareholders representing the absolute majority of votes who are present at the General Meeting - during the discussion on particular items on the agenda or the whole time during the Meeting;-----
 - e) the Company's counsel;-----
 - f) other individuals - upon the consent of Shareholders representing the absolute majority of votes who are present at the General Meeting - during the discussion on particular items on the agenda or the whole time during the Meeting.-----
10. Individuals appointed by the Management Board shall perform before the General Meeting all technical activities enabling the Shareholders or their attorneys-in-fact (representatives) to participate in the General Meeting, in particular:-----
 - a) check whether the Shareholder's name is on the list of individuals entitled to participate in the General Meeting,-----
 - b) check whether all documents required to be submitted by the Shareholders' representatives have been submitted and verify whether they meet all formal requirements,-----
 - c) obtain the signature of the Shareholder or his/her attorney-in-fact (representative), present at the place where the session is held, on the attendance list, as mentioned in § 9(5) of these By-laws,-----

- d) attach to the attendance list the original copies of documents authorising individuals named therein to represent the Shareholders (unless the power of attorney has been granted in an electronic form), -----
- e) distribute the voting cards among the Shareholders and their representatives or, if voting at the General Meeting shall be conducted via the specialist computer system, other electronic devices allowing them to cast the vote. ----

§ 8 (Opening of the General Meeting)

- 1. General Meetings are opened by the Chairperson of the Supervisory Board or the Deputy Chairperson, and in case of their absence, a Member of the Management Board or a person appointed by the Management Board. -----
- 2. If the individuals mentioned in § 8(1) are absent and the Management Board has to appoint an individual to open the General Meeting, it shall in the first place delegate that responsibility to the Shareholder whose shares represent the highest share in the Company's share capital or to that Shareholder's representative. Where more than one Shareholder holds the same percentage of shares in the share capital, the General Meeting shall be opened by one of them, and if the Shareholders fail to reach an understanding, the choice shall be by lot.-----
- 3. The Chairperson of the General Meeting is elected from among participants entitled to attend the General Meeting.-----
- 4. The individual opening the General Meeting may make any procedural decisions necessary for the opening of session, and in particular should bring about the immediate election of the Chairperson of the General Meeting, refraining from deciding any other content-related or formal issues. -----

§ 9 (The Chairperson of the General Meeting)

- 1. Each entitled participant may run for Chairperson of the General Meeting or to nominate one candidate for Chairperson of the General Meeting. -----
- 2. The nominated candidate shall be signed-in to the list after his/her consent in a form of a written representation has been recorded in the minutes. The list of candidates shall be prepared by the individual opening the General Meeting. Once read out, the list shall be deemed closed. -----
- 3. After the vote has ended, the individual opening the General Meeting shall announce the results.-----
- 4. The candidate who consented to running for Chairperson and obtained the highest number of votes shall become the Chairperson of the General Meeting. In the event that more than one candidate obtains the same highest number of votes, the vote shall be repeated. Candidates who obtained the highest number of votes only shall take part in the repeated secret ballot.-----
- 5. Immediately following his/her appointment, the Chairperson of the General Meeting shall sign the attendance list being the list of all Shareholders and their attorneys-in-fact (representatives) who are present at the General Meeting, which shall include: -----
 - a)----- f
ull name or the business name of the Shareholder or his/her attorney-in-fact (representative), -----
 - b)----- t
he number of shares represented at the General Meeting by each participant, -----
 - c)----- t
he number of votes to which each participant is entitled, -----
 - d)----- a
signature of each participant present at the General Meeting.-----

6. If a large number of shareholders are voting, the Chairperson may deem it right to appoint a ballot counting committee. The By-laws of the ballot counting committee have been attached as Attachment 1 hereto.-----
7. Having signed the attendance list, as mentioned in § 9(5) above, the Chairperson shall state whether the General Meeting was properly convened and whether it has the power to adopt resolutions. The attendance list shall be made available to the participants for reference during the General Meeting. Each addition to or amendment of the attendance list shall be noted on the list by the Chairperson with the exact moment when that activity took place. Upon the closing of the General Meeting the Chairperson shall again sign the attendance list. -----
8. Whenever necessary, the Chairperson may choose from among the entitled participants one individual to act as the Secretary of the General Meeting. -----
9. The Chairperson should not resign from his/her office unless it is for important reasons, and may not for unfounded reasons delay the signing of the minutes of the General Meeting. -----
10. The Chairperson shall conduct sessions of the General Meeting in accordance with the agenda agreed upon, and pursuant to the applicable laws and provisions of the Articles of Association and these By-laws. Competence of the Chairperson covers in particular: -----
 - a) stating whether the General Meeting was properly convened; -----
 - b) ensuring correct and efficient proceedings and that the rights and interests of all Shareholders are respected, including counteracting any abuse of power by the participants and ensuring that the rights of minority Shareholders are respected; -----
 - c) giving the floor;-----
 - d) ensuring that all discussions are content-related;-----
 - e) solving any procedural questions or doubts; -----
 - f) giving procedural orders and, where necessary, ordering procedural breaks; --
 - g) ordering votes, making sure that votes proceed correctly, signing the results of votes and announcing the results of votes; -----
 - h) commenting upon motions submitted by the participants and, where necessary, putting such motions to the vote;-----
 - i) declaring breaks in the meetings at the request of Shareholders adopted by the majority of 2/3 of votes cast in favour of a resolution on the breaks in the meetings;-----
 - j) in case of any changes in the composition of the General Meeting - ordering, prior to any voting, that the number of votes to which the participants present at the General Meeting are entitled be established.
10. The Chairperson shall allow every Shareholder to speak on matters on the agenda, in the order in which requests to speak were received. -----
11. The Chairperson shall be entitled to discipline speakers who deviate from the subject. Speakers who fail to abide by that discipline shall be refused the right to continue their speech. -----
12. The procedural breaks may not be intended to impede the execution of Shareholders' rights. -----
13. A procedural break shall mean a break of not more than 30 minutes, relating to procedural or technical matters regarding the agenda of the General Meeting, to be ordered especially when there is a need to: formulate a motion, make any final editorial changes to a resolution, formulate an amendment to a resolution, ask the Company's legal counsel for advice, copy materials for the Shareholders. In the event that another break is needed, other than that mentioned in § 9(12) above or that a short break needs to be prolonged, a decision to that effect shall be made by the General Meeting. -----

§ 10 (The Proceedings of the General Meeting)

1. Having presented all matters on the agenda, the Chairperson shall request that a list of participants willing to take part in a discussion be prepared and after such a list has been prepared, the Chairperson shall open the discussion and give the floor to the speakers in the order of signing up. The Members of the Management and Supervisory Board as well as the guests may be given the floor out of the order and these individuals shall not be taken into consideration when compiling the list of speakers. -----
2. Each Shareholder shall be entitled to ask questions on each matter on the agenda. -----
3. The Members of the Supervisory and Management Board as well as the Company's certified auditor shall, within the scope of their competence and to the extent necessary to decide on the matters by the General Meeting, provide explanation and information relating to the Company to the participants of the Meeting.-----
4. The questions asked by the participants at the General Meeting must be answered by the Management Board subject to the conditions specified in art. 428 of the Commercial Companies Code, and after the Company receives the status of a Public Company - also subject to the restrictions and obligations by which the Company will be bound under the Trading Act, the Offer Act, and the Regulation, relating to the disclosure of information. -----
5. A motion on the convention of the Extraordinary General Meeting and procedural motions must be adopted by a resolution even when they have not been included on the agenda. -----
6. The Shareholder who voted against a resolution of the General Meeting and, before other participants finished examining the item on the agenda being the subject matter of that resolution, objected the adoption of that resolution (requesting that objection to be recorded in the minutes), shall be given the opportunity by the Chairperson to briefly explain the reasons of his/her objection. -----

§ 11 (Resolutions)

1. The General Meeting may adopt resolutions regardless of the number of Shareholders present and shares represented, unless the provisions of the applicable law or the Articles of Association provide for stricter terms of adopting resolutions. -----
2. Unless the provisions of the Commercial Companies Code provide for stricter terms, the resolutions of the General Meeting shall be adopted by the absolute majority of votes. -----
3. In cases stipulated in art. 397 of the Code, a resolution on the dissolution of the Company shall require the absolute majority of votes to be binding. -----
4. The voting shall be open. -----
5. Secret ballot shall be ordered for elections and for voting on motions to dismiss or suspend the Company's governing body members or liquidators or to make them accountable, as well as for voting on personal matters. -----
6. In addition to that, secret ballot shall be ordered at the request of at least one Shareholder entitled to vote. -----
7. Resolutions on matters regarding any material change in the objects for which the Company was established shall always be adopted in an open roll-call voting. -----
8. The objects of the Company shall be materially changed without the purchase of shares by Shareholders who objected to that change. A resolution on material change in the objects of the Company shall be adopted by the majority of 2/3 of votes, and the Shareholders representing at least half of the share capital must

- be present. In such a vote, one vote free of any privileges or limitations shall be attached to one share. -----
9. The Management Board or the Chairperson of the General Meeting should formulate draft resolutions in a clear and understandable way so that anyone who objects to any proposed solutions that are the subject matter of resolutions has the opportunity to appeal against it. -----
 10. Only the issues of conducting the General Meeting may be put to vote as procedural matters. That procedure may not apply to votes on resolutions which may affect the execution of Shareholders' rights. -----
 11. Resolutions shall be put to vote after the drafts thereof have been read out by the Chairperson of the General Meeting or by the person he/she appointed. -----
 12. The order of motions to draft resolutions to be put to vote shall be determined by the Chairperson of the General Meeting. Putting motions to vote, the Chairperson should start with far-reaching ones. In the first place, the Chairperson should put to vote the motions regarding formal issues and then the substantive ones. -----
 13. If a power of attorney authorising to act as an attorney-in-fact at the General Meeting has been granted after the Company has received the status of a Public Company to a Member of the Management Board, a Member of the Supervisory Board, a liquidator, the Company's employee, or a director or employee of the Company's daughter company or daughter cooperative, such a power of attorney shall authorise to representation at one General Meeting only and may not provide for any further power of attorneys. Such an attorney-in-fact shall disclose to the Shareholder all and any circumstances indicating any existing or potential conflict of interest, and shall vote as instructed by that Shareholder. ---
 14. ----- T
 he Shareholder may not vote in person or via an attorney-in-fact, or as an attorney-in-fact (representative) of another person, any resolutions on the subject of: -----
 a) ----- h
 is/her responsibility of whatever kind to the Company, including on granting him/her the vote of acceptance, -----
 b) ----- r
 eleasing him/her from any obligations to the Company, -----
 c) ----- d
 isputes existing between him/her and the Company; -----
 in such a case the Shareholder shall not vote, subject to §11(15).
 15. After the Company has received the status of a Public Company, the Shareholder may vote as an attorney-in-fact over resolutions listed in § 11(14) above of which he/she is the subject matter, subject to the requirements and restrictions mentioned in §11(13).-----
 16. Before nominations are put to vote, the Chairperson shall check whether all candidates agreed to run in the election, which shall be done either in written or oral form. Consent shall mean that candidates agreed to serve as nominated if elected. -----
 17. Both open and secret ballot may be cast via electronic devices, subject to the consent of the General Meeting. -----
 18. A resolution of the General Meeting on the issue of shares with pre-emptive right shall provide details of the issue price and mechanisms of fixing that price or shall oblige the authorised body to fix the issue price before the start of the pre-emptive right period and within such time limits as to allow investors to make their decision. -----

19. Resolutions of the General Meeting shall be adopted at such times as to ensure that enough time passes between decisions causing certain corporate events to happen and dates on which Shareholders' rights arising from such corporate events are determined. -----
20. The day of determining the right to dividend and the day of dividend payment shall be such that the period between them is as short as possible, not longer however than 15 business days. Longer periods shall require a detailed justification. -----
21. A resolution of the General Meeting on conditional dividend payment shall include clear terms and conditions which should be met before the day the right to dividend is to be determined. -----

§ 12 (The Appointment of the Supervisory Board)

1. Members of the Supervisory Board shall be appointed and dismissed by the General Meeting. Members of the Supervisory Board may be appointed to a particular function they are going to serve in the Supervisory Board. -----
2. Each Member of the Supervisory Board should have the required expertise and experience and be able to diligently attend to his/her obligations in the Supervisory Board. Nominations for Members of the Supervisory Board should be submitted and justified in detail so that an informed decision can be made. ---
3. The Shareholders should undertake measures necessary to ensure that at least two Members of the Supervisory Board meet the criteria of autonomy from the Company and entities significantly related to the Company. The Company's Management Board shall give the Shareholders access to the applicable legal regulations regarding that matter. -----
4. Each candidate for a Member of the Supervisory Board shall make a representation wherein he/she agrees to run in the election and shall warrant that no circumstances are known to him/her that, after his/her election, would result in a violation of law or of the Articles of Association. Such representations may be in written or oral form and shall be recorded in the minutes. A written representation of a candidate who is not present at the General Meeting shall be submitted on behalf of a Shareholder who nominated that candidate. -----
5. At the request of Shareholders representing at least the fifth share of the Company's share capital, the election for Members of the Supervisory Board should be held at the earliest General Meeting by way of separate group voting. --
6. Where the Supervisory Board Members are to be elected by group voting: -----
 - a) the initiative of forming particular groups shall belong to Shareholders exclusively. One Shareholder may be a member of only one group, -----
 - b) the minimum number of shares necessary to form a separate group shall equal the quotient of the number of shares represented at the General Meeting and the number of seats to be filled in the Supervisory Board, ----
 - c) Shareholders shall report the formation of a separate group to the Chairperson of the General Meeting who shall determine the number of Members of the Supervisory Board to be elected by particular groups, ----
 - d) a chairperson and a ballot counting committee shall be appointed within each group to ensure compliance with the rules of election, -----
 - e) the chairperson of each group shall prepare and sign the group's attendance list, accept the nominations for Members of the Supervisory Board and present the results of election to the Chairperson of the General Meeting, -----

- f) the Chairperson of the General Meeting shall announce the results of elections held within each group and determine the number of seats left to be filled in the Supervisory Board, -----
- g) Shareholders who have not become members of any of the separate groups shall elect the remaining Members of the Supervisory Board. -----

§ 13 (Minutes)

- 1. Resolutions of the General Meeting are minuted by a notary public. -----
- 2. The minutes are recorded in accordance with the applicable provisions of the Commercial Companies Code. -----
- 3. Any participant of the General Meeting may request that his/her written representation be submitted to the minutes. -----
- 4. A copy of a notary deed, containing the minutes of the General Meeting and the evidence of its convention with Shareholders' powers of attorney or other documents certifying that a Shareholder acts via a representative shall be attached to the book of minutes by the Management Board. -----
- 5. Shareholders shall be entitled to look through the book of minutes and request a copy, certified by the Management Board, of any resolution. -----

§ 14 (Final Provisions)

- 1. All and any amendments to the By-laws of the General Meeting shall become effective as of the first General Meeting following the Meeting which adopted the amendments to the By-laws. -----
- 2. Provisions of the Commercial Companies Code and the Company's Articles of Association shall apply to all matters not regulated herein. -----

**ATTACHMENT 1
to the By-laws of the General Meeting**

BY-LAWS OF THE BALLOT COUNTING COMMITTEE OF THE GENERAL MEETING

§ 1.

Pursuant to § 9(6) of the By-laws of the General Meeting, the Chairperson of the General Meeting may order the appointment of a Ballot Counting Committee, hereinafter referred to as "the Committee". -----

§ 2.

The Committee shall be composed of 3 to 5 members. -----

§ 3.

The members shall be elected from among the entitled participants of the General Meeting. -----

§ 4.

The Committee shall comprise a Chairperson, a Deputy Chairperson and members.

§ 5.

Each member shall be entitled to one vote and shall exercise the right of vote in person. -----

§ 6.

Resolutions of the Committee shall be adopted by the absolute majority of votes. ----

§ 7.

The responsibility of the Committee is as follows: -----

A. at the beginning of the Meeting:-----

- a) determine, at the request of the Chairperson of the General Meeting, the number of Shareholders participating in the General Meeting on the basis of the attendance list, -----
- b) determine, at the request of the Chairperson of the General Meeting, whether the General Meeting was convened in accordance with the provisions of the Articles of Association and Commercial Companies Code (check whether: the notification was given timely and adequately, the agenda was published, materials were made available, etc.), -----

B. during the Meeting: -----

- a. make sure and verify whether Shareholders are present in the number required to adopt resolutions, in accordance with the By-laws, Articles of Association and the Commercial Companies Code, -----
- b. assist the Chairperson of the General Meeting in preparing to votes, during the vote and after the vote (both open and secret), -----
- c. count votes and announce results in the following order:-----
 - i. valid votes,-----
 - ii. invalid votes, -----
 - iii. votes "in favour",-----
 - iv. votes "against".-----

§ 8.

No member of the Committee may at the same time stand as a candidate in elections to bodies. -----

§ 9.

The Committee shall record its activities in the minutes which shall be read out by the Chairperson of the General Meeting after all members have signed it. The Committee shall attach secret ballot cards to the minutes. -----

§ 10.

These By-laws shall constitute an attachment to the By-laws of the General Meeting. -----