

Announcement of convocation of Annual General Meeting XTB S.A.

The Management Board of XTB Spółka Akcyjna (hereinafter referred to as the "XTB" or the "Company"), with its registered office in Warsaw at ul. Prosta 67, 00-838 Warsaw, register of commercial entities kept by the District Court for the Capital City of Warsaw, 12th Commercial Division of the National Court Register, under No. KRS 0000217580, Tax Identification Number (NIP): 527-24-43-955, share capital of PLN 5 869 181.75 (Fully paid up), acting pursuant to Art. 395 § 1, Art. 399 § 1 in connection with Art. 402¹ and Art. 402² of the Commercial Companies Code (hereinafter referred to as the "CCC"), hereby convenes Annual General Meeting of XTB S.A. on **June 30th, 2023, at 10:00 a.m.**, at the Company's registered office in Warsaw at ul. Prosta 67 (hereinafter referred to as the "**Annual General Meeting**").

I. Agenda

1. Opening of the Annual General Meeting;
2. Appointment of the Chairperson of the Annual General Meeting;
3. Asserting that the Annual General Meeting has been convened correctly and is capable of adopting resolutions;
4. Adoption of the agenda;
5. Review and approval of the Management Board's report concerning the activity of the Group and the Company in 2022;
6. Adoption of the resolution concerning approval of the Company's separate financial statement for 2022;
7. Adoption of the resolution concerning approval of the consolidated financial statement of the Group XTB S.A. for 2022;
8. Adoption of the resolution concerning profit distribution;
9. Adoption of the resolutions concerning granting the vote of approval for the members of the Company's Management Board for performance of their duties in the year 2022;
10. Review and approval of the report concerning the activity of the Company's Supervisory Board in 2022;
11. Adoption of the resolution concerning granting the vote of approval for the members of the Company's Supervisory Board for performance of their duties in the year 2022;
12. Adoption of a resolution on expressing an opinion on the Report on the remuneration for 2022;
13. Adoption of a resolution concerning the rules of remuneration for the members of the Supervisory Board;
14. Adoption of a resolution on amending the Regulations of the Company's Management Board;
15. Adoption of a resolution on amending the Regulations of the Company's Supervisory Board;
16. Adoption of a resolution on the rules for determining the remuneration of Members of the Supervisory Board;
17. Closing of the Annual General Meeting.

II. The right of the shareholder to request that certain matters be placed on the agenda of the Annual General Meeting (Art. 402² item 2 letter a) of the CCC)

- 2.1. A shareholder or shareholders representing at least one twentieth of the Company's share capital may request that certain matters be included in the agenda of the Company's Annual General Meeting. Such request should be submitted to the Company's Management Board no later than twenty-one days before the date of the Annual General Meeting. It should contain a justification or a draft of resolution pertaining to the proposed item of the agenda.
- 2.2. The request may be submitted in writing (that is delivered personally, upon confirmation of receipt, or send to the XTB with a confirmation of dispatch and confirmation of receipt requested) at the Company's registered office at ul. Prosta 67, 00-838 Warsaw, or in electronic form sent to the Company's e-mail address generalassembly@xtb.com. The date of filing the aforementioned request with the Company shall be the date of its receipt by the Company, and in case of the electronic mail - the date of receipt of the aforementioned request in the Company's e-mail system.
- 2.3. A shareholder or shareholders who request adding items to the agenda of the meeting should deliver, together with the request, documents confirming their identity and the authority to request adding items to the agenda of the Annual General Meeting, in particular:
 - a. a deposit certificate or a certificate of right to participate in the Annual General Meeting issued by an entity keeping a securities account pursuant to the regulations on trading in financial instruments, confirming that the certificate holder is a shareholder of the XTB and on the date of making the request he holds an adequate number of shares,
 - b. in the case of shareholders – natural persons – original or copy of identity card, any pages of the passport enabling his/her identification, or any other valid official document evidencing the identity of the shareholder;
 - c. in the case of shareholders other than natural persons – original or copy of the current excerpt from the relevant register, or any other document confirming the existence of such a shareholder, issued not earlier than 30 days prior to the date of submission of such documents, and confirming the authority of the representative or representatives of such shareholder, who file the request on its behalf, to represent the said shareholder, including the original or copies of identity cards, pages of the passport enabling identification of such representative or representatives authorised to request adding items to the agenda of the Annual General Meeting on behalf of the shareholder.
- 2.4. In the case of foreign entities with the domicile in a country where such proper registers are not maintained, instead of the original or copy of the current excerpt from the register, as referred to in point 2.3. above, the original or copies of other documents confirming the existence of the entity, issued not earlier than 30 days prior to the date of submission of such documents, and the valid documents confirming the authority of the representative or representatives of such entity, who requested adding items to the

- agenda of the Annual General Meeting on behalf of the shareholder to file such request on behalf of the shareholder shall be filed.
- 2.5. The obligation to attach the above-mentioned documents concerns the shareholders making requests either in writing or by e-mail. The documents should be attached in a form appropriate for the form of the request (as hard copies or scans converted to PDF).
- 2.6. The XTB may take such actions as will be necessary to identify the shareholder or shareholders and verify the validity of the shareholder's or shareholders' right to file the above-mentioned request, in particular in case of any doubt as to the contents or accuracy of any copies of the documents referred to in this section, the Company or a person (or persons) designated by the Company to register the shareholders, may request – prior to the commencement of the shareholder's request, to be provided with the originals of such copies or their certified copies attested by a notary public, or any other entity authorised for such purposes, and to enable the Company to make and keep a copy of such originals or certified copies.
- 2.7. In the case of: (i) failure to provide (or provision of invalid) documents referred to in this section; or (ii) refusal to present the original or certified copies of such documents, or refusal to make a copy thereof in the cases referred to in point 2.6. above, the relevant shareholder or representative of such shareholder may be denied the right to add items to the agenda of the Annual General Meeting.
- 2.8. Any documents referred to in this section, drawn up in a foreign language, shall be accompanied by their certified translation prepared by a sworn translator.
- 2.9. The Management Board of the XTB shall promptly, and in no event later than eighteen days prior to the scheduled date of the Annual General Meeting, announce changes to the agenda implemented at the request of a shareholder or shareholders. The new amended agenda will be published in current report via Electronic Information Transmission System (ESPI) and on the XTB's website www.ir.xtb.com (under „Ład Korporacyjny”/ „Walne Zgromadzenie”).

III. Right to submit drafts of resolutions concerning matters placed on the agenda of the Annual General Meeting or those that are to be placed on the agenda prior to the date of the Annual General Meeting (Article 402² item 2 letter b) of the CCC) and right to submit drafts of resolutions concerning matters placed on the agenda during the Annual General Meeting (Article 402² item 2 letter c) of the CCC)

- 3.1. Before the date of the Annual General Meeting a shareholder or shareholders representing at least one twentieth of the Company's share capital may submit to the XTB in writing (that is deliver personally, upon confirmation of receipt, or send to the XTB with a confirmation of dispatch and confirmation of receipt requested) to the following address: XTB Spółka Akcyjna with its registered office in Warsaw ul. Prosta 67, 00-838 Warszawa or by electronic mail to the e-mail address generalassembly@xtb.com draft resolutions concerning any items on the agenda of the Annual General Meeting, or matters that are to be added to the agenda.

- 3.2. A shareholder or shareholders who submit draft resolutions should deliver, together with the request, documents confirming their identity and the authority to submit draft resolutions, in particular:
- a. a deposit certificate or a certificate of right to participate in the Annual General Meeting issued by an entity keeping a securities account pursuant to the regulations on trading in financial instruments, confirming that the certificate holder is a shareholder of the XTB and on the date of making the request he holds an adequate number of shares,
 - b. in the case of shareholders – natural persons – original or copy of identity card, any pages of the passport enabling his/her identification, or any other valid official document evidencing the identity of the shareholder;
 - c. in the case of shareholders other than natural persons – original or copy of the current excerpt from the relevant register, or any other document confirming the existence of such a shareholder, issued not earlier than 30 days prior to the date of submission of such documents, and confirming the authority of the representative or representatives of such shareholder, who submits the drafts mentioned in point 3.1 on its behalf at the Annual General Meeting, to represent the said shareholder, including the original or copies of identity cards, pages of the passport enabling identification of such representative or representatives authorised to submit draft resolutions.
- 3.3 In the case of foreign entities with the domicile in a country where such proper registers are not maintained, instead of the original or copy of the current excerpt from the register, as referred to in point 3.2. above, the original or copies of other documents confirming the existence of the entity, issued not earlier than 30 days prior to the date of submission of such documents, and the valid documents confirming the authority of the representative or representatives of such entity, to submit draft resolutions on behalf of the shareholder.
- 3.4 The obligation to attach the above-mentioned documents concerns the shareholders making requests either in writing or by e-mail. The documents should be attached in a form appropriate for the form of the request (as hard copies or scans converted to PDF).
- 3.5 The XTB may take such actions as will be necessary to identify the shareholder or shareholders and verify the validity of the shareholder's or shareholders' right to file the above-mentioned request, in particular in case of any doubt as to the contents or accuracy of any copies of the documents referred to in this section, the Company or a person (or persons) designated by the Company to register the shareholders, may request – prior to the commencement of the shareholder's request, to be provided with the originals of such copies or their certified copies attested by a notary public, or any other entity authorised for such purposes, and to enable the Company to make and keep a copy of such originals or certified copies.
- 3.6 In the case of: (i) failure to provide (or provision of invalid) documents referred to in this section; or (ii) refusal to present the original or certified copies of such documents, or refusal to make a copy thereof in the cases referred to in point 3.5 above, the relevant

shareholder or representative of such shareholder may be denied the right to add items to the agenda of the Annual General Meeting.

- 3.7 Any documents referred to in this section, drawn up in a foreign language, shall be accompanied by their certified translation prepared by a sworn translator.
- 3.8 Furthermore, during the Annual General Meeting, each shareholder may submit draft resolutions concerning the matters included in the agenda.
- 3.9 The Management Board of the XTB shall promptly announce changes to the agenda implemented at the request of a shareholder or shareholders prior to the scheduled date of the Annual General Meeting. The new resolutions drafts will be published in current report via Electronic Information Transmission System (ESPI) and on the XTB's website www.ir.xtb.com (under „Ład Korporacyjny”/ „Walne Zgromadzenie”).

IV. Shareholder's right to ask questions regarding matters on the agenda of the general meeting (Article 402² item 2 letter h of the CCC)

- 4.1 Shareholders have the right to ask questions regarding matters on the agenda of the general meeting.
- 4.2 Pursuant to Article 428 of the Commercial Companies Code, the Management Board is obliged to provide a shareholder, at his request, with information about the company, if it is justified for the assessment of the matter included in the agenda, and the Management Board refuses to provide information if this could cause damage to the company, its related company or a subsidiary company or cooperative, in particular by disclosing technical, commercial or organizational secrets of the enterprise, and a Member of the Management Board may refuse to provide information if the provision of information could constitute the basis of his criminal, civil or administrative liability.
- 4.3 The answer is deemed to have been given if the relevant information is available on the company's website in a place dedicated to asking questions by shareholders and providing them with answers.
- 4.4 In the event of a shareholder's request for information regarding the company, submitted during the general meeting, the Management Board may provide information in writing outside the general meeting if there are important reasons for this. The Management Board is obliged to provide information no later than two weeks from the date of submitting the request during the general meeting, and if a shareholder submits a request for information about the company outside the general meeting, the Management Board may provide the shareholder with information in writing, taking into account the abovementioned limitations (i.e. the Management Board refuses to provide information if it could harm the company, its related company or a subsidiary company or cooperative, in particular by disclosing technical, commercial or organizational secrets of enterprises).

V. Exercising voting rights by proxy (Article 402² item 2 letter d of the CCC)

- 5.1 Shareholders may participate in the Annual General Meeting and vote personally or through proxies.
- 5.2 The power of attorney must be provided on paper or electronically.
- 5.3 A template power of attorney and a template vote by proxy form are available on the following website: www.ir.xtb.com (under „Ład Korporacyjny”/ „Walne Zgromadzenie”).
- 5.4 The Company does not require shareholders to extend powers of attorney by means of the above form. At the same time, the Company’s Management Board hereby give notice that shareholders should extend powers of attorney together with instructions as to the manner of voting to their representative, the Company shall not verify whether or not the proxies exercise the voting rights in line with the instructions provided by the shareholders. Therefore, the Company Management Board hereby advise that the voting instruction should only be given to the proxy.
- 5.5 In the case of power of attorney granted by the shareholder, authorising the representative to participate and exercise the voting right at the General Meeting, for the purpose of identification of the shareholder and the attorney representing it – the document confirming such power of attorney shall be accompanied, and produced or submitted to the person(s) designated for registration of shareholders, together with the following documents:
 - a. in the case of shareholders – natural persons – original or copy of identity card, any pages of the passport enabling his/her identification, or any other valid official document evidencing the identity of the shareholder;
 - b. in the case of shareholders other than natural persons – original or copy of the current excerpt from the relevant register, or any other document confirming the existence of such a shareholder, issued not earlier than 30 days prior to the date of submission of such documents, and confirming the authority of the representative or representatives of such shareholder, who granted the power of attorney with authority to represent the shareholder at the General Meeting, including the original or copies of identity cards, pages of the passport enabling identification, or any other official and valid document confirming the identity of such representative or representatives granting the authority to represent the shareholder at the General Meeting;
 - c. in the case of attorneys – natural persons – original or copy of identity card, any pages of the passport enabling his/her identification, or any other valid official document evidencing the identity of the attorney;
 - d. in the case of attorneys other than natural persons – original or copy of the current excerpt from the relevant register, or any other document confirming the existence of such an attorney, issued not earlier than 30 days prior to the date of submission of such documents, and confirming the authority of the representative or representatives of such attorney, who appeared on its behalf at the General Meeting,

to represent the said attorney, including the original or copies of identity cards, pages of the passport enabling identification, or any other official and valid document confirming the identity of such representative or representatives authorised to represent the attorney.

- 5.6 In the case of foreign entities with the domicile in a country where such proper registers are not maintained, instead of the original or copy of the current excerpt from the register, as referred to above, the original or copies of other documents confirming the existence of the entity, issued not earlier than 30 days prior to the date of submission of such documents, and the valid documents confirming the authority of the representative or representatives of such entity, who appeared on its behalf at the Annual General Meeting, to represent the entity.
- 5.7 The XTB may take such actions as will be necessary to identify the shareholder or shareholders and verify the validity of the shareholder's or shareholders' right to participate and vote at the Annual General Meeting, in particular in case of any doubt as to the contents or accuracy of any copies of the documents referred to in this section, the Company or a person (or persons) designated by the Company to register the shareholders, may request – prior to the commencement of the Annual General Meeting, to be provided with the originals of such copies or their certified copies attested by a notary public, or any other entity authorised for such purposes, and to enable the Company to make and keep a copy of such originals or certified copies.
- 5.8 In the case of: (i) failure to provide (or provision of invalid) documents referred to in this section; or (ii) refusal to present the original or certified copies of such documents, or refusal to make a copy thereof in the cases referred to in point 4.7 above, the relevant shareholder or representative of such shareholder may be denied the right to participate in the Annual General Meeting
- 5.9 Any documents referred to in this paragraph (or in other provisions hereof), drawn up in a foreign language, shall be accompanied by their certified translation prepared by a sworn translator.
- 5.10 Any powers of attorney granted in electronic form shall be furnished/notified to the Management Board using means of electronic communication. Such a notice shall be sent by email to the following address of the Company: generalassembly@xtb.com, at or before 23:59 on the day preceding the date of the Annual General Meeting (failure to meet this deadline, shall not prevent the attorney from participating in the Annual General Meeting on the basis of a power of attorney executed in writing). Such a notice shall be accompanied by a scanned copy of the power of attorney and the documents referred to in point 4.5 above. The notice shall also specify the email address for the purpose of contacts between the Company and the shareholder and his/her attorney. The Management Board has the right to verify any notices provided in such manner and to take any action necessary to identify the shareholder and the attorney, and to confirm the adequate authority. Such verification may involve, in particular, asking the shareholder or his/her attorney a question over the telephone or by email. These principles shall be applied accordingly to any changes or revocations of such powers of

attorney. Any of the aforementioned notices which do not meet the requirements stipulated herein shall be without any legal effect for the Company. The Company shall not be liable for any errors made while completing the instrument of power of attorney or any action taken by any person using such powers of attorney. The provisions of points 4.6-4.9 above shall apply accordingly to any power of attorney granted in the electronic form.

VI. The possibility and the manner of participation in the Annual General Meeting by means of electronic communication (Article 402² item 2 letter e of the CCC)

The Management Board of XTB does not offer the possibility to participate in the Annual General Meeting through electronic means of communication.

VII. Taking floor at the Annual General Meeting through electronic means of communication (Article 402² item 2 letter f of the CCC)

The Management Board of XTB does not offer the possibility to take floor at the Annual General Meeting through electronic means of communication.

VIII. Voting by mail or electronic means of communication (Article 402² item 2 letter g of the CCC)

The Management Board of XTB does not offer the possibility to vote using mail or electronic means of communication.

XI. Date of registration of attendance at the Annual General Meeting (Article 402² item 3 of the CCC)

The date of registration of attendance at the Annual General Meeting is 14th June 2023 (the "Record Date").

X. The right to participate in the Annual General Meeting (Article 402² item 4 of the CCC)

- 10.1. Only the persons who are shareholders of the XTB on the Record Date have the right to participate in the Annual General Meeting.
- 10.2. Pledgees and users with voting rights have the right to participate in the Annual General Meeting if the establishment of a limited property right for them is registered in the securities account on the day of the registration of participation in the general meeting.
- 10.3. At the request of a holder of dematerialized bearer shares of the XTB submitted not earlier than after the publication of the notification on convening the Annual General Meeting and not later than on the first business day following the Record Date, that is

- not later than on 15th June 2023, the entity keeping the securities account shall issue a registered certificate confirming the right to participate in the general meeting.
- 10.4. The XTB points out that the Annual General Meeting can only be attended by the persons who:
- a. were shareholders of the Company on the Record Date, that is on 14th June 2023 and
 - b. not earlier than after the publication of the notification on convening the Annual General Meeting and not later than on the 15th June 2023, requested the entity keeping the securities account to issue a registered certificate confirming the right to participate in the general meeting.
- 10.5. A list of the shareholders authorised to participate in the Annual General Meeting will be made available at the premises of the Management Board of the XTB at ul. Prosta 67, 00-838 Warsaw, between 10:00 and 14:00 hours for three business days (also excluding Saturdays) preceding the date of the General Meeting, that is 27 - 29 June 2023.
- 10.6. Each shareholder may request to be provided, by email and free of charge, with the aforementioned list, by notifying their address for such purpose. In addition, the list may be reviewed by each shareholder at the offices of the Management Board and copies of the list shall be issued, at the request of shareholders, against payment of the cost of its preparation.
- 10.7. Each shareholder may request a copy of proposals on matters included in the agenda within a week before the Annual General Meeting.
- 10.8. In demanding that the list of shareholders be made available at the premises of the Company or sent by e-mail, the demanding shareholder should identify himself and authenticate his status as a shareholder of the XTB. This can be achieved by presenting the certificate confirming the right to participate in the Annual General Meeting or the deposit certificate.

XI. Access to documents and website address (Article 402² item 5 and 6 of the CCC)

- 11.1. The draft resolutions to be adopted by the Annual General Meeting with substantiations (where necessary) and opinions of the Supervisory Board of the XTB, as well as the full text of documents to be presented to the Annual General Meeting will be published on a XTB's website at such time as will make it possible to read and evaluate these documents.
- 11.2. Comments of the Management Board of the XTB or the Supervisory Board of the XTB concerning the items on the agenda of the Annual General Meeting, or the matters that are to be added to the agenda prior to the date of the Annual General Meeting, will be made available on the XTB's website promptly upon their completion.
- 11.3. At the same time, Management Board of the XTB informs that the paper version of documentation for shareholders will not be provided.

- 11.4. All details relating to the Annual General Meeting will be available at the XTB's website at www.ir.xtb.com (under „Ład Korporacyjny”/ „Walne Zgromadzenie”).
- 11.5. Meeting of the Annual General Meeting will be broadcasted online through a dedicated website which address will be indicated via a website not later than 7 days before the Annual General Meeting's date.

XII. Information on intended amendment of the Company's Articles of Association (Article 402 § 2 of the Code of Commercial Companies in connection with 402² of the CCC)

The Management Board proposes the following amendments to the Articles of Association:

1. in § 1:

after section 4, section 5 is added with the following wording:

“The objective of the Company is to conduct business activity aimed at pursuing the balance of interest of its shareholders.”

2. in § 11:

a. section 4 with the existing wording:

“The members of the Management Board shall be appointed for the common term of office. The term of office of the Management Board shall be 3 (three) years.”

shall have a new wording:

“The members of the Management Board shall be appointed for the common term of office. The term of office of the Management Board shall be 3 (three) years. The term of office shall be counted in years starting from the date of appointment.”

b. after section 6, section 7 is added with the following wording:

“In order to avoid doubts, if a member of the Management Board holds any function in another company being a member of the XTB S.A. group, this will not lead to a conflict of interest as referred to in Article 377 of the Commercial Companies Code.”

3. in § 12:

after section 1, section 1¹ is added with the following wording:

“The Management Board is obliged to run the affairs of the Company to achieve the Company’s objective.”

4. in §13:

section 2 with the existing wording:

“The Company’s disposing of a right or the Company’s assuming an obligation of a value exceeding EUR 1,000,000 (one million), which have not been provided for in the Company’s budget approved by the Supervisory Board, shall require the Supervisory Board’s consent in the form of a resolution. The obligation relates also to disposals and obligations regarding repeated performances or performances of continued nature, if the value of the performances arising therefrom exceeds EUR 1,000,000 (one million). If the total value of all the disposals and the obligations assumed by the Company and not provided for in the Company’s budget or of a value exceeding the value agreed in the Company’s budget exceed in a given calendar year the amount of EUR 3,000,000 (three million), the Management Board shall be obliged to apply for the Supervisory Board’s consent for each disposal of a right or assuming an obligation not provided for in the Company’s budget.”

shall have a new wording:

“The Company’s disposing of a right or the Company’s incurring cost of a value exceeding EUR 3,000,000 (three million) in a financial year, which have not been provided for in the Company’s budget approved by the Supervisory Board, shall require the Supervisory Board’s consent in the form of a resolution. The obligation relates also to disposals and costs regarding repeated performances or performances of continued nature,

if the value of the performances arising therefrom exceeds EUR 3,000,000 (three million) in a financial year.”

5. in § 15:

a. section 7 with the following wording:

“Members of the Supervisory Board shall be appointed for a common term of office lasting 3 (three) years.”

shall have a new wording:

“Members of the Supervisory Board shall be appointed for a common term of office lasting 3 (three) years. The term of office shall be counted in years from the date of appointment.”

b. after section 8, section 9 is added with the following wording:

“Without prejudice to § 20, in order to avoid doubts, if a member of the Supervisory Board holds any function in another company being a member of the XTB S.A. group, this will not lead to a conflict of interest as referred to in Article 377 in conjunction with Article 388 § 5 of the Commercial Companies Code.”

c. after section 9, section 10 is added with the following wording:

“The provisions of Article 380¹ and Article 382 § 3¹ sub-section 3 of the Commercial Companies Code shall not apply.”

6. in § 17:

section 7 with the following wording:

“The detailed manner of operation and the organisation of the Supervisory Board is determined by the regulations resolved by the General Meeting of Shareholders.”

shall have a new wording:

“The detailed manner of operation and the organisation of the Supervisory Board is determined by the regulations resolved by the General Meeting of Shareholders. The Regulations of the Supervisory Board may contain provisions regarding the organisation of work of the Supervisory Board different from Article 389 of the Commercial Companies Code, always when the act allows for articles of association to contain provisions different from Article 389 of the Commercial Companies Code.”

7. in § 19:

a. section 1 with the following wording:

“The Supervisory Board exercises permanent supervision over the activities of the Company in all areas of its activities.”

shall have a new wording:

“The Supervisory Board exercises permanent supervision over the activities of the Company in all areas of its activities. The permanent supervision over the activities of the Company consists in performing the activities of the owner’s supervision.”

b. section 2 sub-section (p) with the existing wording:

„consenting to the Company’s disposing of a right or the Company’s assuming an obligation of a value exceeding EUR 1,000,000 (one million), which have not been provided for in the Company’s budget approved by the Supervisory Board, including the disposals and obligations regarding repeated performances or performances of continued nature, if the value of the performances arising therefrom exceeds EUR 1,000,000 (one million). If the total value of all the disposals and the obligations assumed by the Company and not

provided for in the Company's budget or of a value exceeding the value agreed in the Company's budget exceed in a given calendar year the amount of EUR 3,000,000 (three million), the Management Board shall be obliged to apply for the Supervisory Board's consent for each disposal of a right or assuming an obligation not provided for in the Company's budget, regardless of the value thereof."

shall have a new wording:

"consenting to the Company's disposing of a right or the Company's incurring cost of a value exceeding EUR 3,000,000 (three million) in a financial year, which have not been provided for in the Company's budget approved by the Supervisory Board, including disposals and costs regarding repeated performances or performances of continued nature, if the value of the performances arising therefrom exceeds EUR 3,000,000 (three million) in a financial year."

c. after section 2, section 3 is added with the following wording:

"In order to perform its duties, the Supervisory Board may inspect all documents of the Company, audit the Company's property status, and demand the Management Board, general attorneys [Polish: prokurent] and persons employed with the Company under employment contracts or performing activities for the Company on a regular basis under a contract for a specific task [Polish: umowa o dzieło], a mandate contract [Polish: umowa zlecenia] or another contract of a similar nature, to prepare or provide any and all information, documents, reports, or explanations regarding the Company, including but not limited to those regarding the Company's activities or property. The demand may also relate to information, reports, or explanations pertaining to subsidiaries or related companies, that are in the possession of the obligated body or person."

d. after section 3, section 4 is added with the following wording:

"The information, documents, reports, or explanations referred to in section 3, shall be provided to the Supervisory Board immediately, no later than within two weeks from the date the demand is submitted to the obligated body or person, unless another deadline is specified in the demand."

e. after section 4, section 5 is added with the following wording:

“5. The Management Board must not restrict the members of the Supervisory Board access to the information, documents, reports or explanations demanded by them as referred to in section 3.”

f. after section 5, section 6 is added with the following wording:

“6. The Supervisory Board shall be obliged to give the key licensed auditor who audited the financial statements of the Company at least one-week notice of a meeting whose subject-matter will comprise issues specified in § 19.2(a) and (b) of these Articles of Association. The Company shall ensure the participation of the key licensed auditor or another representative of the audit firm in the meeting of the Supervisory Board. During the meeting, the key auditor or another representative of the audit firm shall present to the Supervisory Board the audit report, including the assessment of the basis for the accepted statement regarding the Company’s ability to continue as a going concern, and shall answer questions from the members of the Supervisory Board.”

The Management Board also proposes that the Annual General Meeting adopts the consolidated text of the Articles of Association of the Company with the following wording:

ARTICLES OF ASSOCIATION OF XTB SPÓŁKA AKCYJNA

GENERAL PROVISIONS

§ 1

1. The Company (hereinafter referred to as the “Company”) operates under the name: XTB Spółka Akcyjna.
2. The Company may use its abbreviated name: XTB S.A.
3. The Company may use a graphic sign distinguishing it from other companies.
4. The registered office of the Company is situated in Warsaw.
5. The objective of the Company is to conduct business activity aimed at pursuing the balance of interest of its shareholders.

§ 2

For the purposes of these Articles of Association:

1. **“Jakub Zabłocki”** shall mean Jakub Zabłocki, holder of PESEL number 75072302211;
2. **“Commercial Companies Code”** shall mean the Act dated 15 September 2000 the Commercial Companies Code;
3. **“Provisions on Accountancy”** shall mean the Accountancy Act dated 29 September 1994;
4. **“Subsidiary”** shall mean a subsidiary in the meaning of the Provisions on Accountancy applicable to the Company;
5. **“Act on Trading”** shall mean the Act on Trading in Financial Instruments dated 29 July 2005;
6. **“Act on Licensed Auditors”** shall mean the Act on Licenced Auditors, audit companies and Public Supervision dated 11 may 2017;
7. **“Recommendation”** shall mean Recommendation of the Commission No. 2005/162/EC dated 15 February 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board, or other regulations replacing it.

§ 3

1. The Company may operate in the Republic of Poland and abroad.
2. Within the area of its activities, the Company may form branch office, subsidiaries, representative offices, establishments, enterprises and other posts, as well as join other companies.

§ 4

The lifetime of the Company is indefinite.

§ 5

The Company may issue bonds, including convertible bonds and priority bonds as well as subscription warrants.

OBJECT OF THE ACTIVITIES OF THE COMPANY

§ 6

1. The object of the Company's activities comprises carrying on business activities in the area of:
 - (a) Security and commodity contracts brokerage (PKD 66.12.Z).
 - (b) Accounting and bookkeeping; tax consultancy (PKD 69.20.Z).
 - (c) Other monetary intermediation (PKD 64.19.Z).
 - (d) Other financial service activities, not elsewhere classified, except for insurance and pension funding (PKD 64.99.Z).
 - (e) Other activities auxiliary to financial services, except for insurance and pension funding (PKD 66.19.Z).
2. An amendment to the Articles of Association consisting in a substantial change to the object of activities of the Company (Article 416 § 1 of the Commercial Companies Code) shall not require buying out the shares of the shareholders who do not consent to the change, if the resolution of the Extraordinary General Meeting is adopted by a majority of two-thirds of votes in the presence of shareholders representing at least half of the share capital.

SHARE CAPITAL

§ 7

1. The share capital of the Company amounts to PLN 5,869,181.75 (say: five million eight hundred and sixty-nine thousand one hundred and eighty-one zlotys and seventy-five groszy) and is divided into 117,383,635 (say: one hundred and seventeen million three hundred and eighty-three thousand six hundred and thirty-five) series A shares of the nominal value of PLN 0.05 (say: five groszy) each share.
2. The share capital was contributed and paid in fully in cash.
3. The series A shares are registered shares. Series A registered shares will become bearer shares upon their dematerialisation in the meaning of the Act on Trading.
4. The shares in the Company are ordinary shares.
5. Exchange of bearer shares for registered shares is not allowed for the period while the shares remain dematerialised in the meaning of the Act on Trading.

§ 8

1. Shares in the Company may be redeemed pursuant to a resolution of the General Meeting with consent of the shareholder whose shares are to be redeemed (voluntary redemption).
2. The shareholder whose shares have been redeemed shall be entitled to remuneration in this regard. The amount of the remuneration must not be lower than the value of net assets shown in the financial statements for the last financial year attributable to the shares, less the amount designated for distribution among shareholders. The redemption may be made without a remuneration with the shareholder's consent.
3. Redemption of shares shall require decreasing the share capital.

RIGHTS AND OBLIGATIONS OF SHAREHOLDERS

§ 9

1. Shareholders shall have the right to a share in profit shown in the financial statements audited by a licensed auditor, designated by the General Meeting for payment to the shareholders. The profit shall be distributed in proportion to the number of shares.
2. The Management Board shall be authorised to make an advance payment to the shareholders on account of the envisaged dividend in accordance with the rules set out in the Commercial Companies Code.
3. Making an advance payment on account of dividend shall require consent from the Supervisory Board.

GOVERNING BODIES OF THE COMPANY

§ 10

The governing bodies of the Company are:

- 1) The Management Board,
- 2) The Supervisory Board,
- 3) The General Meeting of Shareholders.

MANAGEMENT BOARD

§ 11

1. The Management Board may comprise from 3 (three) to 6 (six) members, including the President of the Management Board and two Vice Presidents of the Management Board.

2. Members of the Management Board shall be appointed and removed by the Supervisory Board.
3. The resolution appointing the members of the Management Board shall specify the number of the members of the Management Board.
4. The members of the Management Board shall be appointed for the common term of office. The term of office of the Management Board shall be 3 (three) years. The term of office shall be counted in years starting from the date of appointment.
5. The Management Board shall comprise at least two persons having:
 - (a) higher (*university*) education,
 - (b) at least three years of experience in working in financial market institutions; and
 - (c) good reputation in relation to the office held.
6. The detailed manner for operations of the Management Board is specified in the regulations of the Management Board resolved by the Supervisory Board.
7. In order to avoid doubts, if a member of the Management Board holds any function in another company being a member of the XTB S.A. group, this will not lead to a conflict of interest as referred to in Article 377 of the Commercial Companies Code.

§ 12

1. The Management Board shall run the affairs of the Company and represent the Company.
- 1¹. The Management Board is obliged to run the affairs of the Company to achieve the Company's objective.
2. The competences of the Management Board shall cover all issues which are not reserved to the competences of the General Meeting of Shareholders or the Supervisory Board by legal provisions or these Articles of Association.
3. Resolutions of the Management Board shall be adopted by majority of votes cast, and in the event of equal number of "affirmative" votes and votes "against", the President of the Management Board shall have the casting vote.
4. Members of the Management Board may participate in adopting resolutions of the Management Board voting in writing via another member of the Management Board. A written vote must not relate to issues introduced to the agenda at the meeting of the Management Board.
5. Resolutions may be adopted as circular resolutions or using means of direct distance communication. A resolution shall be valid if all the members of the Management Board have been notified about the contents of the draft resolution.

6. The President of the Management Board shall manage the work of the Management Board, determine the internal distribution of tasks and competences among the members of the Management Board, and in particular the President of the Management Board may entrust management of particular departments to particular members of the Management Board. Furthermore, the President of the Management Board shall convene and chair the meetings of the Management Board. In the event of absence of the President of the Management Board or a vacancy on the office of the President of the Management Board, the meetings of the Management Board shall be convened by the oldest member of the Management Board. Additionally, the special rights of the President of the Management Board as to managing the works of the Management Board may be specified in the regulations referred to in § 11.6 above.

§ 13

1. Two members of the Management Board acting jointly are authorised to make statements on behalf of the Company.
2. The Company's disposing of a right or the Company's incurring cost of a value exceeding EUR 3,000,000 (three million) in a financial year, which have not been provided for in the Company's budget approved by the Supervisory Board, shall require the Supervisory Board's consent in the form of a resolution. The obligation relates also to disposals and costs regarding repeated performances or performances of continued nature, if the value of the performances arising therefrom exceeds EUR 3,000,000 (three million) in a financial year.

§ 14

The rules for and amount of remuneration of the members of the Management Board shall be determined by the Supervisory Board.

SUPERVISORY BOARD

§ 15

1. The Supervisory Board may comprise from 5 (five) to 9 (nine) members.
2. The number of members of the Supervisory Board for a given term of office shall be determined by the General Meeting, and in the absence of a different determination by the General Meeting, the number of members of the Supervisory Board shall be 5 (five). If the Supervisory Board is elected by voting in separate groups pursuant to Article 385 of the Commercial Companies Code, the number of members of the Supervisory Board shall be 5 (five).
3. The members of the Supervisory Board shall be appointed and removed in the following manner:

- (a) Subject to the provisions of sections 4-6 below, Jakub Zabłocki shall have the right to appoint and dismiss 1 (one) member of the Supervisory Board holding the office of the President of the Supervisory Board, in the form of a written statement appointing or dismissing of the Chairman of the Supervisory Board, served to the Company; the said right, constituting another way of appointing a member of the Supervisory Board within the meaning of art. 385 par. 2 of the Polish Commercial Companies Code vests in Jakub Zabłocki as long as via his controlled entities in the meaning of the Provisions on Accountancy or jointly with such entities or personally he holds shares in the Company representing at least 33% of the total number of votes at the General Meeting of Shareholder
 - (b) Subject to sub-sections 4-6 below, a statement appointing a member of the Supervisory Board should be served on the Company within 30 days from the date the Company discloses to public the information about the expiry of the mandate of the President of the Supervisory Board or simultaneously with submitting the statement on removing of the President of the Supervisory Board and shall become effective as of such a date;
 - (c) The remaining members of the Supervisory Board shall be appointed and removed by the General Meeting of Shareholders.
4. Together with serving the statement referred to in the sub-section 3(a) above, Jakub Zabłocki is obliged to present the Company with the registered deposit certificates or deposit certificates issued by an investment company or a custodian bank maintaining the securities account in which the shares in the Company are entered, confirming the fact that Jakub Zabłocki holds personally, via entities controlled by himself in the meaning of the Provisions on Accountancy or jointly with such entities, or that Jakub Zabłocki holds, shares in the Company in the number indicated in sub-section 3(a). The date of expiry of the deposit certificates referred to in the preceding sentence should fall no earlier than at the end of the date when the statement appointing the member of the Supervisory Board was filed. Furthermore, Jakub Zabłocki shall be obliged to provide the Company with documents confirming the control of the shareholders in the Company with whom he holds jointly or who hold solely the shares in the Company in the number indicated in sub-section 3(a), valid as at the date of filing the statement appointing the member of the Supervisory Board.
5. If Jakub Zabłocki does not exercise his right to appoint a member of the Supervisory Board in the form of a written statement served within 30 (thirty) days from the date the Company discloses to public the information about the expiry of the mandate of a member of the Supervisory Board holding the office of the President of the Supervisory Board, appointed by Jakub Zabłocki in accordance with sub-section 3(a), the remaining members of the Supervisory Board shall be entitled to: (i) appoint by co-opting a new member of the Supervisory Board in order to fill in the vacancy in the Supervisory Board up to five members, who will perform his/her actions until his/her successor is elected

by the next General Meeting, unless the General Meeting approves the member of the Supervisory Board appointed by co-opting; and (ii) elect the President of the Supervisory Board. The member of the Supervisory Board co-opted by the Supervisory Board must meet the criteria set out in §20.2 below. After co-opting, the Supervisory Board shall convene immediately, within six weeks, a General Meeting of Shareholders in order to approve the member appointed by co-opting or to elect his/her successor. At such a General Meeting, Jakub Zabłocki may also exercise his right to appoint a member of the Supervisory Board, to whom the office of the President of the Supervisory Board will be also entrusted.

6. Within his right referred to in sub-section 3 (a) Jakub Zabłocki shall be entitled to remove only that member of the Supervisory Board whom he previously appointed or who was co-opted by the Supervisory Board or appointed by the General Meeting in accordance with sub-section 5. If Jakub Zabłocki loses his right referred to in sub-section 3(a) due to reduction of his share in the total number of votes at the General Meeting below the threshold specified in sub-section 3 (a), the General Meeting shall be entitled to remove the member of the Supervisory Board appointed by him.
7. Members of the Supervisory Board shall be appointed for a common term of office lasting 3 (three) years. The term of office shall be counted in years from the date of appointment.
8. The members of the Supervisory Board may elect from among themselves a Vice President of the Supervisory Board and a secretary of the Supervisory Board. Once Jakub Zabłocki loses his right referred to in sub-section 3(a) due to reduction of his share in the total number of votes at the General Meeting below the threshold specified in sub-section 3(a), the members of the Supervisory Board shall elect the President of the Supervisory Board from among themselves.
9. Without prejudice to § 20, in order to avoid doubts, if a member of the Supervisory Board holds any function in another company being a member of the XTB S.A. group, this will not lead to a conflict of interest as referred to in Article 377 in conjunction with Article 388 § 5 of the Commercial Companies Code.
10. The provisions of Article 380¹ and Article 382 § 3¹ sub-section 3 of the Commercial Companies Code shall not apply.

§ 16

The Supervisory Board which comprises at least five members shall be able to adopt valid resolutions.

§ 17

1. The President of the Supervisory Board shall manage the works of the Supervisory Board and represent the Supervisory Board before other bodies of the Company. In the

event of absence of the President of the Supervisory Board or a vacancy on that office, the rights of the President of the Supervisory Board referred to above shall be exercised by a member of the Supervisory Board authorised by him, and in absence of such an authorisation, the oldest member of the Supervisory Board.

2. The President of the Supervisory Board or a member of the Supervisory Board authorised by him shall convene and chair meetings of the Supervisory Board, and in absence of an authorisation granted by the President of the Supervisory Board, the right to convene and chair meetings shall vest in the oldest member of the Supervisory Board. The Supervisory Board may be also convened by two members of the Supervisory Board acting jointly.
3. Convening a meeting of the Supervisory Board may be demanded by the Management Board or a member of the Supervisory Board, who should propose the agenda. The Meeting of the Supervisory Board should be convened for a day falling no later than on the 14th (fourteenth) day following the date the request was submitted, provided that if there are justified circumstances which make presence of at least half of the members of the Supervisory Board at a meeting on such a date impossible, the meeting of the Supervisory Board must be convened no later than within 30 (thirty) days from the date the request is submitted.
4. Resolutions of the Supervisory Board may be also adopted as circular resolutions or using means of direct distance communication.
5. Members of the Supervisory Board may participate in adopting resolutions of the Management Board voting in writing via another member of the Supervisory Board. A written vote must not relate to issues introduced to the agenda at the meeting of the Supervisory Board.
6. Adopting resolutions in the manner referred to in items 4 and 5 above does not apply to electing the President of the Supervisory Board (in the event that the President of the Supervisory Board has not been appointed in the manner provided for in § 15.3(a) of the Articles of Association) and the Vice President of the Supervisory Board, appointing a member of the Management Board, as well as removing those persons and suspending them in their activities.
7. The detailed manner of operation and the organisation of the Supervisory Board is determined by the regulations resolved by the General Meeting of Shareholders. The Regulations of the Supervisory Board may contain provisions regarding the organisation of work of the Supervisory Board different from Article 389 of the Commercial Companies Code, always when the act allows for articles of association to contain provisions different from Article 389 of the Commercial Companies Code.

§ 18

1. In order for the resolutions of the Supervisory Board to be valid it will be required that all the members of the Supervisory Board are invited to the meeting and at least half of them are present, including the President or a Vice President of the Supervisory Board.
2. Resolutions of the Supervisory Board shall be adopted by ordinary majority of votes. In the event of equal number of “affirmative” votes and votes “against”, the President of the Supervisory Board shall have the casting vote.

§ 19

1. The Supervisory Board exercises permanent supervision over the activities of the Company in all areas of its activities. The permanent supervision over the activities of the Company consists in performing the activities of the owner’s supervision.
2. Apart from the issues reserved for in the provisions of the Commercial Companies Code, the competences of the Supervisory Board include in particular:
 - (a) assessing the financial statements for the previous year and assessing the Management Board’s report on the Company’s activities for the previous year as to their compliance with registers and documents as well as with the factual status, as well as the Management Board’s proposals as to distributing profit or covering losses;
 - (b) submitting to the General Meeting of Shareholders an annual written report on the results of the assessment referred to in (a);
 - (c) suspending the members of the Management Board in their activities for serious reasons;
 - (d) determining the terms and conditions for remunerating and employing members of the Management Board;
 - (e) appointing the committees referred to in § 25 of the Articles of Association;
 - (f) consenting to making an advance payment on account of the envisaged dividend;
 - (g) approving annual budgets to include budgets of the Company, its Subsidiary Companies and the consolidated budget of the Company’s group;
 - (h) appointing an independent external licensed auditor for the Company and Subsidiary Companies;
 - (i) consenting to granting sureties, guarantees and other forms of indemnifying third parties, except for events directly and closely related to the Company’s operating activities understood as any and all actions involved directly in the brokerage activities carried on at the given moment by the Company and the Subsidiary Companies, including but not limited to those relating to trade in currency contracts,

contracts for difference and other OTC market instruments, including also marketing activities (the “Company’s Operating Activities”);

- (j) consenting to establishing pledge, mortgage, transfer of ownership as security and other encumbrances over the property of the Company or Subsidiary Companies not provided for in the budget;
 - (k) consenting to acquisition, subscription for or transfer by the Company or Subsidiary Companies of shares in other companies or assets or an organised part of the enterprise of another company or to joining to (or leaving) other enterprises or companies by the Company or Subsidiary Companies, except for agreements concluded within the scope of the Company’s Operating Activities, if the subscription for, acquisition or transfer does not exceed 5% of the share capital of another company;
 - (l) consenting to selling, encumbering, leasing or disposing otherwise of the real properties of the Company or Subsidiary Companies, not provided for in the budget approved by the Supervisory Board;
 - (m) consenting to concluding agreements between the Company or Subsidiary Companies and members of the Management Board, members of the Supervisory Board and shareholders in the Company or with related entities of any of the members of the Management Board, the Supervisory Board or the shareholders in the Company, except for agreements concluded within the Company’s Operating Activities;
 - (n) consenting to implementing and granting to key managers of the Company or Subsidiary Companies an incentive plan;
 - (o) consenting to the members of the Management Board dealing in competitive interests in the meaning of Article 380 of the Commercial Companies Code;
 - (p) consenting to the Company’s disposing of a right or the Company’s incurring cost of a value exceeding EUR 3,000,000 (three million) in a financial year, which have not been provided for in the Company’s budget approved by the Supervisory Board, including also disposals and costs regarding repeated performances or performances of continued nature, if the value of the performances arising therefrom exceeds EUR 3,000,000 (three million) in a financial year.
3. In order to perform its duties, the Supervisory Board may inspect all documents of the Company, audit the Company’s property status, and demand the Management Board, general attorneys [*Polish: prokurent*] and persons employed with the Company under employment contracts or performing activities for the Company on a regular basis under a contract for a specific task [*Polish: umowa o dzieło*], a mandate contract [*Polish: umowa zlecenia*] or another contract of a similar nature, to prepare or provide any and all information, documents, reports, or explanations regarding the Company, including

but not limited to those regarding the Company's activities or property. The demand may also relate to information, reports, or explanations pertaining to subsidiaries or related companies, that are in the possession of the obligated body or person.

4. The information, documents, reports, or explanations referred to in section 3, shall be provided to the Supervisory Board immediately, no later than within two weeks from the date the demand is submitted to the obligated body or person, unless another deadline is specified in the demand.
5. The Management Board must not restrict the members of the Supervisory Board access to the information, documents, reports or explanations demanded by them as referred to in section 3.
6. The Supervisory Board shall be obliged to give the key licensed auditor who audited the financial statements of the Company at least one-week notice of a meeting whose subject-matter will comprise issues specified in § 19.2(a) and (b) of these Articles of Association. The Company shall ensure the participation of the key licensed auditor or another representative of the audit firm in the meeting of the Supervisory Board. During the meeting, the key auditor or another representative of the audit firm shall present to the Supervisory Board the audit report, including the assessment of the basis for the accepted statement regarding the Company's ability to continue as a going concern, and shall answer questions from the members of the Supervisory Board.

§ 20

1. At least two members of the Supervisory Board should meet the criteria of being independent from the Company and from entities having significant relations with the Company (the "Independent Member"). The independence criteria should be in compliance with the Recommendations or regulations, which have replaced the Recommendations taking into account the additional requirements resulting from the Good Practices of Companies Quoted on Giełda Papierów Wartościowych w Warszawie S.A. Regardless of the provisions of the Recommendations, a person who is an employee of the Company, of a subsidiary or of an affiliated company cannot be regarded as meeting the independence criteria described the Recommendations. Furthermore, a relation with a shareholder excluding the impendence of a member of the Supervisory Board is a factual and substantial relation with a shareholder who has the right to exercise at least 5% of the total number of votes at the General Meeting of Shareholders.
2. As long as the Company remains a public interest entity in the meaning of the Act on Licensed Auditors, at least one member of the Supervisory Board should have qualifications in accountancy or financial audit. The same member of the Supervisory

Board may meet the criteria provided for in § 20.1 and § 20.2 of the Articles of Association.

3. A candidate Independent Member of the Supervisory Board shall submit to the Company a written statement on meeting the independence criteria, before being appointed to the Supervisory Board.
4. If the Management Board shall have from a member of the Supervisory Board who so far has met the criteria set out in § 20.1 or § 20.2 a written statement that he/she has ceased to meet such criteria, or the Management Board obtains such information from another reliable source, and in the event of § 20.1 no more than one member of the Supervisory Board meets the criteria set out in that sub-section, while in the event of § 20.2 none member of the Supervisory Board meets the criteria set out in that sub-section, within 6 weeks from the receipt of such a statement or information, the Management Board shall convene a General Meeting of Shareholders to appoint a member of the Supervisory Board meeting the criteria set out in § 20.1 or § 20.2 of the Articles of Association. Until the change to the Supervisory Board is made to adapt the number of members meeting the criteria § 20.1 or § 20.2 of the Articles of Association to the said requirements, the Supervisory Board shall act with the existing members.
5. If, through voting in separate groups in the mode provided for in Article 385 of the Commercial Companies Code, at least one member of the Supervisory Board meeting the criteria referred to in § 20.1 and § 20.2 of the Articles of Association is not elected, § 20.4 of the Articles of Association shall apply respectively.
6. In order to avoid doubts, it is assumed that the loss of the feature of independence as referred to in § 20.1 of the Articles of Association or the criteria referred to in § 20.2 of the Articles of Association by a member of the Supervisory Board, as well as the failure to appoint such members of the Supervisory Board, in particular in the event referred to in § 20.5 above, shall not cause invalidity of the resolutions adopted by the Supervisory Board. The loss of the feature of independence as referred to in § 20.1 of the Articles of Association by an independent member of the Supervisory Board or ceasing to meet the criteria referred to in § 20.2 of the Articles of Association by a member of the Supervisory Board, as well as the failure to appoint such members of the Supervisory Board by a member of the Supervisory Board meeting such features, during his/her holding the office of a member of the Supervisory Board, shall not affect the validity or expiry of his/her mandate.

GENERAL MEETING OF SHAREHOLDERS

§ 21

1. General Meetings of Shareholders may be held in the city of situation of the registered office of the Company or in Warsaw.

2. General Meetings may be annual or extraordinary.
3. An Annual General Meeting of Shareholders shall be held on an annual basis, no later than six months following the end of a financial year.
4. The Extraordinary General Meeting of shareholders shall be convened in the events specified in the Commercial Companies Code or the Articles of Association, and also where the bodies or persons authorised to convene General Meetings of Shareholders regard it as advisable.
5. It is allowable to participate in the General Meeting of Shareholders using electronic means of communication, subject to the provisions below. In the event that the notice convening the General Meeting of Shareholders contains information about the possibility of the shareholder's participating in the General Meeting via means of electronic communication, the Company shall be obliged to ensure the shareholders the possibility of participating in the General Meeting using electronic means of communication.
6. The detailed rules for holding a General Meeting using electronic means of communication shall be determined by the Management Board, taking into account the provisions of the Regulations of the General Meeting of Shareholders which contain information about the possibility of the shareholders' participating in the General Meeting using electronic means of communication. Such rules should enable:
 - (a) transmission of the proceedings of the General Meeting in real time;
 - (b) mutual communication in real time, within which the shareholders will be able to speak in the course of the proceedings of the General Meeting staying in a place other than the place where the proceedings of the General Meeting take place;
 - (c) the shareholders' exercising, personally or by proxy, the voting right before or in the course of the General Meeting, outside the place where the General Meeting is held, using electronic means of communication.

§ 22

The General Meeting shall be valid regardless of the number of shares represented at such a Meeting, with the reservation that the General Meeting' adopting a resolution to amend the Articles of Association in respect of § 15 sections 3, 4, 5 and 6 shall require the presence of shareholders representing at least 2/3 of the total number of votes at the General Meeting of Shareholders.

§ 23

Apart from other issues reserved for by the provisions of the Commercial Companies Code and the Articles of Association, the competences of the General Meeting of Shareholders shall comprise:

- (a) examining and approving the Management Board's report on the Company's activities and the financial statements for the previous financial year,
- (b) granting vote of approval confirming that the duties of the members of the bodies of the Company have been correctly fulfilled,
- (c) decisions regarding claims to redress damage caused while forming the Company or while exercising the management or supervision,
- (d) approving regulations of the Management Board,
- (e) resolving the regulations of the Supervisory Board,
- (f) determining the rules for and amounts of remuneration for the members of the Supervisory Board,
- (g) merger, transformation and division of the Company,
- (h) alienating or leasing the enterprise of the Company or its organised part and establishing a limited property right thereon,
- (i) crating, using and liquidating reserve capitals and other special-purpose funds, using the supplementary capital

§ 24

1. The resolutions of the General Meeting shall be adopted by an absolute majority of votes, unless legal provisions or the provisions of the Articles of Association provide for a higher majority to adopt a given resolution.
2. Each share carries one vote.

AUDIT COMMITTEE AND OTHER COMMITTEES

§ 25

1. The Supervisory Board shall appoint an audit committee in which the majority of members, including its president, meet the independence criteria specified in § 20 section 1 of the Articles of Association, and at least one member meets the criteria specified in § 20 section 2 of the Articles of Association. At least one member of the audit committee should have knowledge and skills in the industry in which the Company operates or individual members in specific areas should have knowledge and skills in this industry.
2. If the Supervisory Board comprises no more than 5 members, the Supervisory Board may exercise the tasks of the audit committee.
3. The tasks of the audit committee shall include but not be limited to:

- (a) supervising the organisational unit dealing with internal audit;
 - (b) monitoring the financial reporting process;
 - (c) monitoring the effectiveness of internal control, internal audit and risk management;
 - (d) monitoring the performance of the financial revision activities;
 - (e) monitoring the independence of the licensed auditor and the entity entitled to audit financial statements, including performance of services other than financial audit for the Company;
 - (f) recommending to the Supervisory Board the entity entitled to audit financial statements to carry out the actions of financial audit of the Company.
4. The Supervisory Board may appoint also other committees, including but not limited to appointments and remuneration committee. The detailed tasks and rules for appointing and operation of the committees are set out in the regulations of the Supervisory Board, if such regulations have been adopted.

THE COMPANY'S ECONOMY

§ 26

The Company's financial year shall be the period of a calendar year, whereas the first calendar year shall end on 31 December 2005.

§ 27

1. The basic equity funds in the Company are:
- (a) the share capital,
 - (b) the supplementary capital,
 - (c) the reserve capital.
2. The reserve capital shall be created from:
- (a) agio from issuing shares above their nominal value,
 - (b) write-offs from profit after taxation.
3. Funds for the supplementary capital may be also obtained from other sources.
4. The annual write-offs on profit after taxation to the supplementary capital should amount at least to 8% (eight) per cent of profit after taxation and shall be made until the share capital reaches the amount of at least one third of the share capital of the Company.

5. The supplementary capital shall be designated for covering balance-sheet losses of the Company or for other purposes, including but not limited to payment of dividend. The decision to use the supplementary capital shall be taken by the General Meeting of Shareholders, however, part of the supplementary capital in the amount of one third of the share capital may be used only to cover the loss shown in the financial statements. The reserve capital shall be created from write-offs from profit after taxation, in the amount resolved by the General Meeting of Shareholders.
6. The reserve capital shall be designed to cover expenditures or losses of the Company for other purposes determined by the General Meeting.

§ 28

1. The Company may create other capitals and special-purpose funds.
2. The decisions as to creating, including designing, the reserve capital and other capitals and funds, as well as liquidation of the same, shall be taken by the General Meeting in a resolution, considering applicable legal provisions.

THE COMPANY'S ACCOUNTANCY

§ 29

The Company shall keep its accounting in compliance with applicable legal provisions. The Management Board shall be obliged to present to the Supervisory Board individual and consolidated financial statements for the financial year on dates agreed with the Supervisory Board.

FINAL PROVISIONS

§ 30

1. Dissolution and liquidation of the Company shall be carried out following the rules set out in the Commercial Companies Code.
2. In cases not governed herein, the provisions of the Commercial Companies Code shall apply.

§ 3

The resolution shall come into force upon the date it is adopted, while the amendments to the articles of association come into force upon the registration of those amendments by the relevant registry court.”