

**ARTICLES OF ASSOCIATION INCLUDING
AMENDMENTS ADOPTED BY**

**THE EXTRAORDINARY GENERAL MEETING HELD
ON APRIL 3RD 2012**

- Consolidated Text -

ARTICLES OF ASSOCIATION OF THE JOINT-STOCK COMPANY

I. Business Name, Registered Office, Object, Duration of the Company

Par. 1.

With the purpose of continuing joint business activity, the founders resolve to transform the limited liability company operating under the name of Technologie Gazowe Piecobiogaz Spółka z ograniczoną odpowiedzialnością into a joint stock company, hereinafter referred to as "the Company".

Par. 2.

In pursuit of the objective defined in Par. 1 of these Articles, the Company may:

1. Acquire businesses, organised parts of businesses, and shares in other organisational entities,
2. Establish domestic and foreign branches.

Par. 3.

1. The business name of the Company is PBG Spółka Akcyjna.
2. For the first year following its registration, in addition to the business name specified in Par. 3.1 above, the Company shall use the designation: dawniej

Technologie Gazowe Piecobiogaz Sp. z o.o. [formerly Technologie Gazowe Piecobiogaz Sp. z o.o.]

Par. 4.

The registered office of the Company shall be in Wysogotowo near Poznań.

Par. 5.

The object of the Company's operations, as per the Polish Classification of Activities (PKD), shall be:

1. Manufacture of tools PKD 25.73.Z
2. Manufacture of lifting and handling equipment PKD 28.22.Z
3. Manufacture of non-domestic cooling and ventilation equipment PKD 28.25.Z
4. Manufacture of other general purpose machinery, n.e.c. PKD 28.29.Z
5. Manufacture of machinery for mining, quarrying and construction PKD 28.92.Z
6. Manufacture of plastic and rubber machinery and manufacture of rubber and plastic products PKD 28.96.Z
7. Manufacture of other special-purpose machinery, n.e.c. PKD 28.99.Z
8. Maintenance and repair of machinery PKD 33.12.Z
9. Maintenance and repair of electronic and optical equipment PKD 33.13.Z
10. Installation of industrial machinery and equipment PKD 33.20.Z
11. Production of electricity PKD 35.11.Z
12. Transmission of electricity PKD 35.12.Z
13. Distribution of electricity PKD 35.13.Z
14. Trade of electricity PKD 35.14.Z
15. Distribution of gaseous fuels through mains PKD 35.22.Z
16. Trade of gaseous fuels through mains PKD 35.23.Z
17. Water collection, treatment and supply PKD 36.00.Z

18. Sewerage PKD 37.00.Z
19. Collection of non-hazardous waste PKD 38.11.Z
20. Collection of hazardous waste PKD 38.12.Z
21. Treatment and disposal of non-hazardous waste PKD 38.21.Z
22. Treatment and disposal of hazardous waste PKD 38.22.Z
23. Remediation activities and other waste management services PKD 39.00.Z
24. Construction of residential and non-residential buildings PKD 41.20.Z
25. Construction of roads and motorways PKD 42.11.Z
26. Construction of railways and underground railways PKD 42.12.Z
27. Construction of bridges and tunnels PKD 42.13.Z
28. Construction of transmission pipelines and distribution systems PKD 42.21.Z
29. Construction of utility projects for electricity and telecommunications PKD 42.22.Z
30. Construction of water projects PKD 42.91.Z
31. Construction of other civil engineering and water projects, n.e.c. PKD 42.99.Z
32. Demolition PKD 43.11.Z
33. Site preparation PKD 43.12.Z
34. Test drilling and boring PKD 43.13.Z
35. Electrical installation PKD 43.21.Z
36. Plumbing, heat and air conditioning installation PKD 43.22.Z
37. Other construction installation PKD 43.29.Z
38. Plastering PKD 43.31.Z
39. Joinery installation PKD 43.32.Z
40. Floor and wall covering PKD 43.33.Z
41. Painting and glazing PKD 43.34.Z
42. Other building completion and finishing PKD 43.39.Z
43. Roofing activities PKD 43.91.Z
44. Other specialised construction activities, n.e.c PKD 43.99.Z

45. Wholesale of other intermediate products PKD 46.76.Z
46. Transport of gaseous fuels via pipeline PKD 49.50.A
47. Transport of other products via pipeline PKD 49.50.B
48. Warehousing and storage of gaseous fuels PKD 52.10.A
49. Warehousing and storage of other products PKD 52.10.B
50. Activities of holding companies PKD 64.20.Z
51. Trusts, funds and similar financial entities PKD 64.30.Z
52. Financial leasing PKD 64.91.Z
53. Other credit granting PKD 64.92.Z
54. Other financial service activities, except insurance and pension funding, n.e.c. PKD 64.99.Z
55. Other activities auxiliary to financial services, except insurance and pension funding PKD 66.19.Z
56. Renting and operating of own or leased real estate PKD 68.20.Z
57. Accounting, bookkeeping and auditing activities; tax consultancy PKD 69.20.Z
58. Business and other management consultancy activities PKD 70.22.Z
59. Architectural activities PKD 71.11.Z
60. Engineering activities and related technical consultancy PKD 71.12.Z
61. Technical testing and analysis PKD 71.20.B
62. Renting and leasing of other motor vehicles other than motorcycles PKD 77.12.Z
63. Renting and leasing of construction and civil engineering machinery and equipment PKD 77.32.Z
64. Renting and leasing of office machinery and equipment (including computers) PKD 77.33.Z
65. Renting and leasing of other machinery, equipment and tangibles goods, n.e.c. PKD 77.39.Z
66. Other professional, scientific and technical activities, n.e.c. PKD 74.90.Z
67. Museums activities PKD 91.02.Z

68. Renting and leasing of cars and light motor vehicles PKD 77.11.Z

69. Other education, n.e.c. PKD 85.59.B.

Par. 6.

The Company is incorporated for an indefinite time.

Par. 7.

The Company was established through transformation of Technologie Gazowe Piecobiogaz Spółka z ograniczoną odpowiedzialnością pursuant to Title IV, Section III, Chapters 1 and 4 of the Commercial Companies Code of September 15th 2000 – (Dz. U. No. 94, item 1037).

Par. 8.

The Founders of the Company are:

1. Jerzy Wiśniewski,
2. Małgorzata Wiśniewska,
3. Marek Grunt,
4. Tomasz Woroch.

II. Share Capital

Par. 9.

1. The share capital of the Company is PLN 14,295,000.00 (fourteen million, two hundred and ninety-five thousand złoty) and is divided into 5,700,000 (five million and seven hundred thousand) Series A shares, 1,500,000 (one million and five hundred thousand) Series B shares, 3,000,000 (three million) Series C shares, 330,000 (three hundred and thirty thousand) Series D shares, 1,500,000 (one million and five hundred thousand) Series E shares, 1,400,000 (one million and four hundred thousand) Series F shares, and 865,000 (eight hundred and sixty-five thousand) Series G shares.

2. The par value of one share shall be PLN 1.00 (one złoty).
3. The share capital of the Company has been conditionally increased by no more than PLN 14,295,000.00 (fourteen million, two hundred and ninety-five thousand złoty), through the issue of no more than 14,295,000 (fourteen million, two hundred and ninety-five thousand) Series H ordinary bearer shares with a par value of PLN 1.00 (one złoty) per share. The conditional share capital increase has been effected in order to grant rights to acquire Series H shares to holders of convertible Series A1 through A12 bearer bonds, with the pre-emptive rights of the Company's existing shareholders waived.

Par. 10.

1. 3,740,000 of Series A shares are registered shares, and 1,960,000 of Series A shares are bearer shares.
2. Series B, C, D, E, F and G shares are bearer shares.
3. Series A and B shares are delivered in exchange for shares in Spółka Technologie Gazowe Piecobiogaz Spółka z ograniczoną odpowiedzialnością as a result of the Company's transformation in accordance with companies law and are paid up with the assets of the transformed Company.

Par. 11.

1. Disposal of the Series A registered shares shall require the approval of the Management Board.
2. The founder shareholders listed in Par. 8 hereof who hold Series A shares shall have the right of first refusal (pre-emption right) over Series A shares.
3. A shareholder intending to sell its Series A shares, having obtained the Management Board's approval for their sale, shall notify the Company's Management Board of the execution of a share sale agreement subject to a condition precedent and shall provide copies of the agreement. The Company's Management Board shall, promptly but not later than within seven days, forward the share sale agreement concerning Series A shares to the shareholders enjoying the pre-emption right pursuant to Par. 11.2 above. A shareholder entitled to exercise the pre-emption right shall notify the Management Board of the exercise of the pre-emption right within four weeks following the receipt of

the notification and of the share sale agreement. The representation on the exercise of the pre-emption right shall be made in writing, with the signature certified by a notary public.

4. If more than one entitled shareholder expresses the intention to purchase the shares offered for sale, they will have the right to purchase the shares pro rata to the number of Series A registered shares already held by them.

Par. 12.

At the request of a shareholder, registered shares may be converted into bearer shares. Conversion of bearer shares into registered shares is not permitted.

Par. 13.

1. The share capital may be increased by offering shares to existing shareholders or to specific third parties or by way of private or public subscription.
2. A share capital increase may be paid up with cash or non-cash contributions and also by way of a transfer to the share capital of funds from the reserve funds or capital reserves created from profit, provided that these funds or reserves may be used for such a purpose.

III. Rights and Obligations of the Shareholders

Par. 14.

1. Each Series A bearer share entitles its holder to two (2) votes.
2. If Series A registered shares are converted into bearer shares, the voting preferences attaching to those shares shall expire.
3. If Series A shares are transferred, the voting preferences attaching to those shares shall expire unless the Series A shares are acquired by an existing shareholder who holds the pre-emption right referred to in Par. 11.2 above, in which event the voting preference shall remain in force. The voting preference shall also remain in force if Series A shares transferred by an existing shareholder

holding the pre-emption right referred to in Par. 11.2 hereof are acquired by an entity in respect of which such shareholder is the only person empowered to manage the affairs, form the governing bodies, and appoint the members of the governing bodies (including in particular the management board members) of such entity.

Par. 15.

Any profit allocated by the General Shareholders Meeting for distribution shall be distributed pro rata to the number of shares held or, where the shares have not been paid up in full, pro rata to the contributions paid towards the shares.

Par. 16.

Shares may be retired with the consent of the shareholder by way of their acquisition by the Company. Consideration for retired shares may be paid to shareholders only out of the Company's profits.

Par. 17.

Subject to the Supervisory Board's approval, the Company's Management Board is authorised to pay the shareholders interim dividend towards the dividend envisaged for the end of the financial year.

Par. 18.

1. Pledgees and usufructuaries of the shares do not hold voting rights.
2. The assignment of special rights to the shares, or of personal rights to the shareholders, may be made contingent upon the provision of specific benefits, expiry of a deadline, or fulfilment of a condition, to the extent that such contingency is provided for in a General Shareholders Meeting's resolution.
3. The Company may issue convertible bonds and bonds with pre-emption rights.

IV. Governing Bodies of the Company

Par. 19.

The governing bodies of the Company are as follows:

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

A. General Shareholders Meeting

Par. 20.

1. The General Shareholders Meeting shall be called by the Management Board either as an Ordinary or an Extraordinary Meeting.
2. The Ordinary General Shareholders Meeting shall be held within six months following the end of each financial year.
3. Where the Management Board does not adopt a resolution to convene an Ordinary General Shareholders Meeting before the expiry of the fifth month following the end of the financial year, or where it calls such a Meeting for a day beyond the deadline specified in Par. 20.2 above, the right to call an Ordinary General Shareholders Meeting shall also extend to the Supervisory Board.
4. In the event that two Ordinary General Shareholders Meetings are called pursuant to Par. 20.3 above (one by the Management Board and the other by the Supervisory Board), only the Meeting called for the earlier of the two dates shall be held as the Ordinary General Shareholders Meeting, and only that Meeting shall have capacity to adopt resolutions of the type reserved for the Ordinary General Shareholders Meeting. The General Shareholders Meeting called for the later date shall be held (as an Extraordinary General Shareholders Meeting) only if the agenda of such General Shareholders Meeting, as set by the body calling the meeting, includes matters not included in the agenda of the Ordinary General Shareholders Meeting already held.

5. Extraordinary General Shareholders Meetings shall be called by the Management Board. The Supervisory Board may call an Extraordinary General Shareholders Meeting in any case where it deems it advisable. An Extraordinary General Shareholders Meeting may also be called by shareholders representing at least 50% of the share capital or at least 50% of the total vote, in which case the shareholders shall appoint the chairperson of the Meeting.
6. A shareholder or shareholders representing at least one twentieth of the share capital may request that an Extraordinary General Shareholders Meeting be called and that particular matters be included in the agenda. The request shall be submitted to the Management Board in writing or in an electronic format. If the Extraordinary General Shareholders Meeting is not called within two weeks of submitting the request to the Management Board, the registry court may authorise the requesting shareholders to call the Meeting.
7. (deleted).

Par. 21.

Unless the notice of the General Shareholders Meeting specifies another venue in Poznań or in Warsaw, General Shareholders Meetings shall be held on the Company's premises in Wysogotowo.

Par. 22.

1. The agenda for the General Shareholders Meeting shall be set by the Management Board.
2. A shareholder may propose changes to the agenda for the General Shareholders Meeting or table draft resolutions in accordance with the rules laid down in the Commercial Companies Code.
3. (deleted).
4. The Management Board shall notify the General Shareholders Meeting of the contents of each motion submitted in writing to the Management Board by even one Supervisory Board member.

Par. 23.

1. General Shareholders Meetings shall be called in accordance with applicable laws. In particular, as of August 3rd 2009, General Shareholder Meetings of the Company as a public company shall be called by publishing a relevant notice on the Company's website and in any other form prescribed for the purposes of current disclosures under the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies.
2. The notice should specify the date, time, and venue of the General Shareholders Meeting and the detailed agenda. Where amendments to the Articles of Association are contemplated, the notice should also cite the sections presently in force and set out the proposed amendments.

Par. 24.

(deleted)

Par. 25.

1. The General Shareholders Meeting shall be opened by the Supervisory Board Chairman or by another person designated by him. In the event of these persons' absence, the General Shareholders Meeting shall be opened by the President of the Management Board or by a person designated by the Management Board.
2. The General Shareholders Meeting shall then proceed to elect a General Shareholders Meeting Chairman by way of a secret ballot. Where the General Shareholders Meeting was called by shareholders empowered to do so by the registry court, the General Shareholders Meeting shall be chaired by the person designated by the registry court.

Par. 26.

1. General Shareholders Meeting resolutions are adopted by an absolute majority of the votes cast unless mandatory provisions of law or these Articles of Association call for a qualified majority for a given resolution.
2. Resolutions concerning sale or lease of the business or an organised part thereof or making it available for use by a third party, merger of companies, dissolution of the company, and amendment to the Articles of Association are adopted by a three-fourths (3/4) majority of validly cast votes.
3. resolution concerning material change of the object of the Company's operations shall be adopted by a two-thirds (2/3) majority of validly cast votes, with shareholders representing at least half the share capital present. The effectiveness of such a resolution shall not depend on the purchase of shares held by the shareholders not consenting to such change.
4. Resolutions which may violate the rights attaching to the various types of shares shall be adopted by way of a separate vote within each group (type) of shares. In every such group, the resolution ought to be adopted by a three-fourths (3/4) majority of validly cast votes.

Par. 27.

1. Shareholders may participate in the General Shareholders Meeting and exercise their voting rights in person or by proxy.
2. One proxy may represent several shareholders.
3. Shareholders may attend General Shareholders Meetings via electronic means of communication, with the proviso that the Management Board shall in each case decide whether to allow the use of such electronic means of communication, and, if so, define the terms of use of such electronic means of communication during the Meeting.

Par. 28.

The following matters shall be subject to resolutions of the General Shareholders Meeting:

- 1) Review and approval of the annual financial statements along with the Directors' Report on the Company's operations in the preceding financial year;
- 2) Approval of discharge of duties by the members of the Company's governing bodies;
- 3) Distribution of profit or determination of means for covering losses;
- 4) Any decisions concerning claims for remedy of damage occasioned at incorporation of the Company or in the exercise of management or supervision;
- 5) Sale or lease of the business or of an organised part thereof or making it available for use by a third party;
- 6) Issue of bonds convertible into shares or bonds with pre-emption rights;
- 7) Defining the rules governing remuneration of the Supervisory Board members and the amount of such remuneration;
- 8) Appointment and removal of the Supervisory Board members;
- 9) Setting the dividend record date;
- 10) Establishment, use, and liquidation of the capital reserve.

B. Supervisory Board

Par. 29.

1. The Supervisory Board shall be composed of not fewer than five members appointed by the General Shareholders Meeting by way of a secret ballot. The first Supervisory Board is appointed by the Company founders; members of the first Supervisory Board shall be appointed by virtue of the resolution on transformation of the Company referred to in Par. 1 above.
2. The number of Supervisory Board members shall be set by the General Shareholders Meeting always in compliance with the limits specified in Par. 29.1 above.
3. Only a natural person with full legal capacity may be a Supervisory Board member.
4. The term of office of the Supervisory Board members shall be one year.

5. Where a Supervisory Board member is appointed in the course of a term, such Supervisory Board member shall be appointed for a period expiring at the end of that term.
6. The mandates of Supervisory Board members shall expire on the day of the General Shareholders Meeting approving the financial statements for the last full financial year of the Supervisory Board members' service.
7. Supervisory Board members may be re-appointed.
8. Supervisory Board members may be removed by the General Shareholders Meeting at any time.
9. The Supervisory Board membership should also include independent members, with the number of such independent members and relevant independence criteria determined on the basis of applicable laws or corporate governance principles applicable to public companies.
10. (deleted).
11. (deleted)
12. (deleted).
13. (deleted).

Par. 30.

1. The Supervisory Board shall appoint from among its members a Chairman, a Deputy Chairman, and a Secretary.
2. The Chairman, the Deputy Chairman, and the Secretary may be removed from their functions at any time by way of a Supervisory Board resolution; such removal shall not result in the loss of the Supervisory Board member's mandate.

Par. 31.

1. Supervisory Board meetings shall be held at least once every quarter and shall be called by the Supervisory Board Chairman acting of his own accord or pursuant to a motion by the Management Board or by a Supervisory Board member, submitted along with the proposed agenda.

2. In the event that the Supervisory Board Chairman does not call a Supervisory Board meeting within two weeks following receipt of the motion, the party submitting the motion may proceed to call such a meeting in its own name, specifying the date, venue, and the proposed agenda.

Par. 32.

1. Supervisory Board resolutions may be adopted if all the members have been notified of the meeting.
2. Notices setting out the meeting agenda and specifying the date and venue of the meeting should be sent by registered post at least 14 days prior to the Supervisory Board meeting to the addresses given by the Supervisory Board members. In emergencies, Supervisory Board meetings may also be called by telephone, facsimile, or by e-mail at least one day prior to the meeting.
3. The agenda shall be set, and the notices shall be signed, by the person authorised to call Supervisory Board meetings.
4. The Supervisory Board Chairman shall include in the agenda every motion submitted by the Management Board or by Supervisory Board members, provided that such motion is submitted at least 20 days before the Supervisory Board meeting.
5. Supervisory Board meetings shall be chaired by the Supervisory Board Chairman or, in the event of his absence, by the Supervisory Board Deputy Chairman.
6. The Supervisory Board may not adopt resolutions on issues not included in the agenda unless all the Supervisory Board members are in attendance and have consented to the adoption of such resolution.
7. The Supervisory Board may also adopt resolutions without formal notice of the session if all the Supervisory Board members are in attendance and have consented to holding the session and to the inclusion of specific issues in its agenda.
8. Unless these Articles of Association provide otherwise, Supervisory Board resolutions shall be adopted by an absolute majority of the votes cast, with the reservation that at least three Supervisory Board members must vote in favour of

the resolution. In the event of a tied vote, the Supervisory Board Chairman shall have the casting vote.

9. Supervisory Board resolutions may be adopted without holding a meeting, in writing or with the use of means of remote communication. The resolution shall be valid if all Supervisory Board members have been presented with the draft. This procedure for adoption of resolutions shall not apply to the appointment of the Chairman and Deputy Chairman of the Supervisory Board, to appointment of Management Board members, or to their removal or suspension.

Par. 33.

1. Supervisory Board members may exercise their powers and discharge their duties on the Supervisory Board in person only.
2. Supervisory Board members may, however, participate in the adoption of Supervisory Board resolutions by casting their votes in writing through the intermediation of another Supervisory Board member.
3. The Supervisory Board may entrust the performance of specific tasks to specific members, and it may use the services of outside experts.

Par. 34.

The Supervisory Board is obligated and authorised to exercise continuous supervision over the Company's activities in all areas of its operations.

Par. 35.

1. The Supervisory Board may suspend individual Management Board members or all the Management Board members for valid reasons.
2. The Supervisory Board may assign its members to temporarily substitute for Management Board members who have been suspended by the Supervisory Board or who may not discharge their duties for other reasons.

Par. 36.

1. Approval of the Supervisory Board shall be required, in particular, for:

- a) acquisition of a business or of an organised part thereof,
- b) opening or closing Company branches in Poland and abroad,
- c) acceptance of liability for third party obligations (sureties, guarantees, promissory note endorsements) in excess of the value of the Company's share capital, with the proviso that the acceptance of liability for the obligations of a company in respect of which the Company is the parent undertaking is not subject to approval by the Supervisory Board,
- d) involvement of Management Board members in competitive business activity, participation in competitive companies in the capacity of a partner or member of their governing bodies,
- e) purchase, acquisition, disposal, and waiver of pre-emption rights to shares other than shares in public companies in an amount not exceeding 1% (one percent) of their overall number,
- f) payment to the shareholders of interim dividend towards the dividend envisaged for the end of the financial year,
- g) provision by the Company of any benefits other than benefits arising from the employment relationship to the benefit of members of the Company's Management Board,
- h) execution by the Company or by its subsidiary of a material agreement with a Related Company of the Company (other than a company in respect of which the Company is the parent undertaking), a Supervisory Board or Management Board member, or with their Related Companies,
- i) acquisition or disposal of real estate, perpetual usufruct, or of an interest in real estate.

Furthermore, the Supervisory Board's powers shall include, in particular:

- a) appointment of the auditor;
- b) representation of the Company in agreements and disputes between the Company and Management Board members;
- c) approval of the Management Board Rules;

- d) appointment and removal of Management Board members;
- e) formulation of opinions on matters submitted by the Management Board.

C. Management Board

Par. 37.

1. The Management Board shall consist of between two and eight members, including the Management Board President, between one and four Management Board Vice Presidents, and up to three Management Board members, appointed and removed by the Supervisory Board.
2. The Management Board shall be appointed as follows: the Supervisory Board shall appoint the Management Board President and subsequently, at his motion, the remaining Vice Presidents and Management Board members.
3. The first Management Board shall be appointed by the Company founders; members of the first Management Board shall be appointed by virtue of the resolution on transformation of the Company, referred to in Par. 1 above.
4. Only a natural person with full legal capacity may be a Management Board member.
5. Members of the first Management Board shall be appointed for two years; members of the subsequent Management Boards shall be appointed for three years.
6. Where a Management Board member is appointed in the course of a term, such Management Board member shall be appointed for a period expiring at the end of that term.
7. The mandates of Management Board members shall expire on the day of the General Shareholders Meeting approving the financial statements for the last full financial year of the Management Board members' service.
8. Management Board members may be re-appointed for subsequent terms.
9. Individual or all Management Board members may be removed at any time by way of a Supervisory Board resolution.

Par. 38.

1. Valid representations and signature on behalf of the Company shall require joint action by two Management Board Vice Presidents, by a Management Board Vice President and a Management Board member, by a Vice President and a Proxy, or by a Management Board member and a Proxy. The Management Board President may make representations and sign documents on behalf of the Company by himself.
2. Representations to the Company and documents served on the Company may be addressed to the Management Board President, to a Management Board Vice President, to a Management Board member, or to a Proxy.

Par. 39.

1. With regard to internal relations, Management Board members shall be subject to the limitations laid down in these Articles of Association and in the Management Board Rules.
2. Notwithstanding other limitations, a Management Board resolution shall also be required where, prior to attending to a given matter, at least one Management Board member objected to that matter being entrusted to another Management Board member.

Par. 40.

1. The Management Board shall manage the Company's operations by adopting resolutions on all matters not reserved for the General Shareholders Meeting or for the Supervisory Board.
2. Management Board meetings shall be called by the Management Board President whenever he deems it advisable.
3. The manner of calling a Management Board meeting shall always be decided upon by the Management Board President.
4. It shall be sufficient if the invitation to the meeting specifies the date, time, venue, and subject of the meeting.

5. A Management Board meeting may also take the form of a conference call.
6. Management Board meetings shall be chaired by the Management Board President; in the President's absence, Management Board meetings shall be chaired by a Management Board member designated by him.
7. Management Board resolutions shall be adopted by an ordinary majority of the votes. In the event of a tied vote, the Management Board President shall have the casting vote.
8. Appointment of a Proxy shall require a resolution adopted unanimously by all the Management Board members; power of proxy may be revoked by any Management Board member acting on his own.
9. Detailed rules governing operation of the Management Board shall be defined in the Management Board Rules approved by the Supervisory Board.

V. Accountancy of the Company

Par. 41.

The Company's equity shall comprise:

- 1) share capital,
- 2) reserve funds,
- 3) capital reserves.

Par. 42.

The reserves funds shall be created from:

- a) contributions corresponding to at least 8% (eight percent) of the profit for the given financial year, until the reserve funds reach at least one-third of the share capital;
- b) share premiums remaining after covering issue costs;

- c) additional contributions made by shareholders in consideration for attaching special rights to their existing shares, unless such contributions are allocated to cover extraordinary write-offs or losses.

Use of the reserve funds shall be decided upon by the General Shareholders Meeting, with the reservation that the part of the reserve funds corresponding to one-third of the share capital may be used exclusively to cover balance-sheet losses.

Par. 43.

1. Capital reserves may be established for specific purposes, if necessary.
2. Establishment of a capital reserve, any use thereof, and liquidation of the reserve shall be decided upon by the General Shareholders Meeting.

Par. 44.

1. Allocation of the profit shall be decided upon by the General Shareholders Meeting.
2. The profit remaining after mandatory contributions shall be allocated, in the first place, to cover losses brought forward where the reserve funds were not sufficient to cover these losses.

Par. 45.

Where, pursuant to a General Shareholders Meeting resolution, a dividend is to be paid to the shareholders, the resolution should specify the dividend record date and the dividend payment date.

Par. 46.

The Management Board shall submit the annual financial statements and the Directors' Report on the Company's operations to the Supervisory Board after the

statements have been audited, not later than five months after the end of the financial year.

VI. Dissolution and Liquidation of the Company

Par. 47.

1. In the event of the Company's liquidation, the Management Board President in office at the time of the liquidation shall be the liquidator.
2. Powers and duties of liquidators shall be subject to the laws and to the provisions of these Articles of Association applicable to the Management Board.
3. During liquidation, the powers and duties of the other governing bodies of the Company shall remain unchanged.

Par. 48.

Assets remaining after satisfaction of the Company's creditors shall be divided among the shareholders in proportion to their contributions to the share capital.

VII. Final Provisions

Par. 49.

Matters not addressed to in these Articles of Association shall be governed by pertinent provisions of the law, in particular by the Commercial Companies Code.