

Regulations of the Supervisory Board of ABC Data S.A.

Para. 1

General provisions

1. The Supervisory Board is a permanent supervisory body of ABC Data S.A., a joint-stock company with its registered office in Warsaw (hereinafter the Company).
2. The Company's Supervisory Board exercises ongoing overall supervision over the Company's and its group's activity across all areas of its operations, acting pursuant to the provisions of the Code of Commercial Companies, the Company's Articles of Association, resolutions of the General Meeting and applicable laws and regulations.
3. All matters provided for in the Code of Commercial Companies and the Company's Articles of Association fall within the scope of competence of the Supervisory Board.
4. These Regulations set forth the mode and manner of operation of the Supervisory Board in all matters not otherwise regulated under the mandatory rule of law or the Company's Articles of Association referred to in Para. 1.2 hereof.
5. The Supervisory Board complies with the regulations of „Good Practices of WSE listed companies” as concerns good practices of the Supervisory Boards.
6. The Regulation of the Supervisory Board is available at the website of the Company.

Para. 2

Responsibilities and operation of the Supervisory Board

1. In the course of exercise of his responsibilities, any member of the Supervisory Board shall consider, first of all, the interest of the Company.
2. The Supervisory Board shall take adequate measures to obtain from the Management Board, on a regular basis, exhausting information on all key matters pertaining to the Company's and its group's activity, the risk associated with the pursued business activity and on methods of managing that risk.
3. The Supervisory Board shall prepare, on an annual basis, and submit to the Ordinary General Meeting a report on the activity of the Supervisory Board comprising the findings from evaluation of the Management Board's reports from the Company's activity, financial statements for a given financial year in terms of their consistency with the books of account and documents as well as with the actual state of affairs and on the Management Board's motions concerning profit distribution or loss coverage.
4. The Supervisory Board shall consider and give its opinion on the matters meant to constitute the subject-matter of the resolutions of the General Meeting. Also, the Supervisory Board shall present to the General Meeting the resolutions containing opinions on programs, plans and reports pertaining to the Company's activity and developed by the Company's Management Board.
5. As applicable, at least one member of the Supervisory Board shall take part in the sessions of the General Meeting as to enable delivery of the substantive responses to the questions posed in the course of the General Meeting.

6. No member of the Supervisory Board shall renounce exercise of his duties during the term when such renouncement could have an adverse impact on the Supervisory Board's ability to act, including a situation when it could prevent adoption of a resolution by the Supervisory Board.
7. Each member of the Supervisory Board shall inform the Company's Management Board of his ties of economic, family or other nature with the shareholder holding the shares representing not less than 5% of the total number of votes at the General Meeting.
8. In the event of an occurrence or likely occurrence of a conflict of interest, each member of the Supervisory Board shall inform the remaining members of the Supervisory Board thereof and refrain from taking part in any discussion or voting on the matter involving such conflict of interest. A breach of the provisions contained in the foregoing sentence shall not result in the invalidity of the Supervisory Board's resolution. In the case of doubt as to existence of a conflict of interest, the matter shall be decided by the Supervisory Board by way of a resolution.
9. The members of the Supervisory Board shall keep confidential the information acquired in connection with exercise of their rights and obligations on the Supervisory Board and undertake not to make such information available to third parties unless this is required for the proper exercise of the function of a member of the Supervisory Board.
10. Membership in the Supervisory Board is a subject of a remuneration. The rules and the amount of the remuneration is determined by the General Meeting.

Para. 3

Composition of the Supervisory Board

I. Chairman and Deputy Chairman

1. The Chairman and the Deputy Chairman of the Supervisory Board shall be appointed by the Supervisory Board from among the members of the Supervisory Board in a secret ballot by an ordinary majority of votes cast.
2. The Chairman of the Supervisory Board shall be responsible for:
 - a. organization of the Supervisory Board's work;
 - b. dealing with the Company's Management Board; and
 - c. representing the Supervisory Board in dealings with third parties;unless the Supervisory Board resolves otherwise, assigning particular tasks to the particular members of the Supervisory Board.
3. The Chairman of the Supervisory Board shall convene, open and conduct the meetings of the Supervisory Board and shall be entitled to exercise other powers customarily associated with his function.
4. Unless the Company's Articles of Association, these Regulations or the resolution of the Supervisory Board provide otherwise, making representations on behalf of the Supervisory Board as well as signing the documents, including the minutes or copies, shall be the responsibility of the Chairman.
5. The Deputy Chairman of the Supervisory Board shall exercise the powers of the Chairman of the Supervisory Board envisaged in the Company's Articles of Association and these Regulations in the event of expiry of the mandate of the Chairman of the Supervisory Board for any reason, until appointment of the new Chairman of the Supervisory Board, as well as during his illness or periodic inability to exercise that function or in the event of his other absence, including absence at the meeting of the Supervisory Board.

II. Members

The members of the Supervisory Board shall exercise their rights and obligations in person.

Para. 4

The Committees

I. General provisions

1. The Supervisory Board shall have its internal bodies – the Audit Committee and the Nomination and Remuneration Committee (hereinafter referred separately to as the “Committee” or jointly as the “Committees”).
2. The Supervisory Board may establish other committees, than referred to in clause 1 above, as it deems appropriate. Such committees may be established for the purposes of supporting the Supervisory Board in supervising particular areas of the activity of the Company and its group or for particular tasks on a permanent or temporary basis. Unless resolved otherwise the following general provisions shall also apply to such committees.
3. The Committee shall be composed of three members of the Supervisory Board. To the extent permitted by the law, the Supervisory Board may decide that the Committee shall be composed of two members of the Supervisory Board.
4. The members of the Committee and the Chairman of the Committee shall be appointed by the Supervisory Board from among the members of the Supervisory Board by way of adopting a resolution by secret ballot. The candidates for office of member of the Committee may be proposed by each of the members of the Supervisory Board.
5. The Committee performs its duties in respect of the Company’s and its group’s activity.
6. The Committee shall be entitled to invite to their meetings the members of the Management Board of the Company and its proxies as well as other employees of the Company and representatives of the entity performing duties of an auditor or other third party representatives and external professionals as it deems appropriate.
7. The Committee may demand from the Management Board submission of any information in any area of the activity of the Company and its group as it deems necessary to perform its duties.
8. The Committee shall submit to the Supervisory Board an annual report on its activity. The report of the Committee shall be disclosed in the seat of the Company to all shareholders at least 2 (two) weeks prior to the Ordinary General Meeting.
9. The recommendations, opinions and evaluations of the Committee shall be accepted by the Supervisory Board by way of adopting a resolution. The recommendations, opinions and evaluations shall be presented to the Supervisory Board by the Chairman of the Committee.
10. The President of the Management Board of the Company shall be informed of the recommendations, opinions and evaluations submitted by the Committee to the Supervisory Board if the Committee deems it appropriate.
11. Provisions of par. 3.2 – 3.5 shall apply accordingly to the Chairman of the Committee.
12. The meeting of the Committee shall constitute the basic form of exercise of its duties. The meeting shall be held depending on the needs. The meetings of the Committee shall be held at the Company’s registered office or may be conducted using the means of direct distant communication (such as telephone, videoconferences and other electronic means of communication) in the manner enabling mutual communication of all members of the Committee attending such meeting.
13. The meeting of the Committee shall be convened by the Chairman of the Committee on his own initiative or on the written motion from a member of the Supervisory Board or the Management

Board subject to a 7 day prior notice served upon the members of the Committee or via electronic mail unless all of the members of the Committee agree to hold the meeting without the prior notice or all the members of the Committee attend the meeting.

14. The Committee adopts its recommendations, opinions and evaluations by a majority of votes.
15. The minutes shall be taken from the meetings of the Committee in English language.

II(A). The Audit Committee

1. With respect to the internal policies and procedures adopted by the Company, the Audit Committee should assist the Supervisory Board to:
 - a. monitor the integrity of the financial information provided by the Company, in particular by reviewing the relevance and consistency of the accounting methods used by the Company and its group;
 - b. review at least annually the internal control and risk management systems, with a view to ensuring that the main risks are properly identified, managed and disclosed;
 - c. ensure the effectiveness of the internal audit function, in particular by approving of the selection, appointment, reappointment and removal of the Internal Auditor and on the Internal Auditor's budget, and by monitoring the responsiveness of management to its findings and recommendations;
 - d. monitor the financial activities of the Company and its group.
2. With respect to the external auditor engaged by the Company, the Audit Committee should:
 - a. make recommendations to the Supervisory Board in relation to the selection, appointment, reappointment and removal of the external auditor, and to the terms and conditions of his engagement;
 - b. monitor the external auditor's independence and objectivity, in particular by reviewing the audit firm's compliance with applicable guidance relating to the rotation of audit partners, the level of fees paid by the Company, and other related regulatory requirements;
 - c. keep the nature and extent of non-audit services under review, based inter alia on disclosure by the external auditor of all fees paid by the company and its group to the audit firm and network, with a view to preventing any material conflicts of interest from arising;
 - d. review the effectiveness of the external audit process, and the responsiveness of management to the recommendations made in the external auditor's management letter;
 - e. investigate the issues giving rise to any resignation of the external auditor, and make recommendations as to any required action.
3. The management should inform the Audit Committee of the methods used to account for significant and unusual transactions where the accounting treatment may be open to different approaches.
4. The internal and external auditors should, in addition to maintaining an effective working relationship with management, be guaranteed free access to the Supervisory Board. To this effect, the Audit Committee shall act as the principal contact point for the internal and external auditors.
5. The Audit Committee should be informed of the external auditor's work program, and should obtain a report by the external auditor describing all relationships between the independent auditor and the Company and its group. The Audit Committee should obtain timely information about any issues arising from the audit.
6. At least one member of the Audit Committee shall fulfill the independence criteria and have qualifications and experience in the scope of accounting and finances.

II(B). The Internal Audit

1. The Internal Audit shall provide independent, objective assurance and consulting activity designed to add value and improve operations of the Company and its group and bring a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.
2. The Internal Audit shall support the Audit Committee and help it discharge its existing duties and responsibilities under the system of corporate governance.
3. The Internal Audit shall be independent and objective in performing its work.
4. Any matters relating to the Internal Audit including, but not limited to the selection, appointment, removal, setting an annual budget and annual objectives of the Internal Auditor requires consent of the Audit Committee.
5. The Management Board and the Supervisory Board shall jointly determine the detailed regulations of Internal Auditing in the ABC Data S.A. Internal Audit Activity Charter.

III. The Nomination and Remuneration Committee

1. The Nomination and Remuneration Committee should:
 - a. identify and recommend, for the approval of the Supervisory Board, candidates to fill Management Board vacancies as and when they arise;
 - b. periodically assess the structure, size, composition and performance of the Management Board and make recommendations to the Supervisory Board with regard to any changes;
 - c. periodically assess the skills, knowledge and experience of individual members of the Management Board, and report on this to the Supervisory Board;
 - d. properly consider issues related to succession planning;
 - e. review the policy of the Management Board for selection and appointment of key management.
2. With respect to the members of the Management Board, the Nomination and Remuneration Committee should:
 - a. make proposals, for the approval of the Supervisory Board, on the remuneration policy for the members of the Management Board, at the first meeting following approval of the annual budget;
 - b. make proposals to the Supervisory Board on the individual remuneration to be attributed to the members of the Management Board, ensuring that they are consistent with the remuneration policy adopted by the Company and the evaluation of the performance of the members of the Management Board concerned;
 - c. make proposals to the Supervisory Board on suitable forms of contract for the members of the Management Board;
 - d. assist the Supervisory Board in overseeing the process whereby the Company complies with existing provisions regarding disclosure of remuneration-related items (in particular the remuneration policy applied and the individual remuneration attributed to the members of the Management Board);
 - e. conduct and lead negotiations on behalf of the Supervisory Board regarding the management contracts with the members of the Management Board.
3. With respect to key management, the Nomination and Remuneration Committee should:
 - a. make general recommendations to the members of the Management Board on the level and structure of remuneration for key management;

- b. monitor the level and structure of remuneration for key management, on the basis of adequate information provided by the members of the Management Board.
4. With respect to stock options and other share-based incentives which may be granted to the directors, managers, or other employees, the Nomination and Remuneration Committee should:
 - a. debate the general policy regarding the granting of such schemes, in particular stock options, and make any related proposals to the Supervisory Board;
 - b. review the information provided on this topic in the annual report and to the Shareholders Meeting where relevant;
 - c. make proposals to the Supervisory Board concerning the choice between granting options to subscribe shares or granting options to purchase shares, specifying the reasons for its choice as well as the consequences that this choice has.
5. The Nomination and Remuneration Committee shall conduct the periodical review of the remuneration system implemented in the Company.
6. The Nomination and Remuneration Committee should consider proposals made by relevant parties, including management and shareholders. In particular, the President of the Management Board should be adequately consulted by, and entitled to submit proposals to the Nomination and Remuneration Committee, especially when dealing with issues related to the members of the Management Board or key management.
7. In performing its duties, the Nomination and Remuneration Committee should be able to use any forms of resources it deems appropriate, including external advice or advertising, and should receive appropriate funding from the Company to this effect.
8. The Nomination and Remuneration Committee should consult at least the President of the Management Board about his or her views relating to the remuneration of other members of the Management Board.
9. The Nomination and Remuneration Committee should be able to avail itself of consultants, with a view to obtaining the necessary information on market standards for remuneration systems. The Nomination and Remuneration Committee should be responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the Nomination and Remuneration Committee, and should receive appropriate funding from the Company to this effect.

Para. 5

Meetings of the Supervisory Board

1. The meetings of the Supervisory Board shall constitute the basic form of collective exercise of supervision over the Company's activity by the Supervisory Board. English is the meeting's language.
2. Meetings of the Company's Supervisory Board shall be held at:
 - a. the Company's registered office in Warsaw, ul. Daniszewska 14; or
 - b. such other venue as designated by the Chairman of the Supervisory Board both within the territory of the Republic of Poland and abroad.
3. The meetings of the Company's Supervisory Board may be either ordinary or extraordinary. The ordinary meetings shall be held at least four times a year (on a quarterly basis). An extraordinary meeting may be convened at any time.
4. The meeting of the Company's Supervisory Board shall be convened by the Chairman or, in the cases described in Para. 3 Section I Subpara. 5, by the Deputy Chairman of the Supervisory Board:
 - a. on his own initiative; or

- b. on the written motion from a member of the Supervisory Board delivered to the Chairman of the Supervisory Board or, respectively, to the Deputy Chairman; or
 - c. on the written motion from the Management Board delivered to the Chairman of the Supervisory Board or, respectively, to the Deputy Chairman.
5. In the cases defined in Para. 5 Subpara. 4 letters “b” and “c”, a Supervisory Board meeting shall be convened within three weeks of the date of submission of a written motion by an authorized body or person according to the procedure defined in Para. 6 Subpara. 1.
6. When the Chairman or Deputy Chairman of the Supervisory Board fails to convene the requested meeting of the Supervisory Board within the required time limit, either the Company’s Management Board or the member of the Supervisory Board who motioned for convening the meeting may convene such meeting.
7. When the Chairman or the Deputy Chairman of the Supervisory Board is absent or otherwise unable to exercise his function and, consequently, cannot:
 - a. convene a meeting of the Supervisory Board – the right to convene a meeting of the Supervisory Board shall be vested in any of the remaining members of the Supervisory Board or in the President of the Company’s Management Board;
 - b. declare the meeting of the Supervisory Board open or conduct such meeting – the meeting of the Supervisory Board shall be declared open by the President of the Company’s Management Board and conducted by the member of the Supervisory Board appointed by the members of the Supervisory Board attending such meeting.
8. The meetings of the Supervisory Board may be conducted using the means of direct distant communication (such as telephone, videoconferences and other electronic means of communication) in the manner enabling mutual communication of all members of the Supervisory Board attending such meeting. Pursuant to Para. 7 of these Regulations, resolutions adopted in the manner described in the foregoing sentence shall be valid under the condition that all members of the Supervisory Board have been notified on the content of the draft resolution. In such case, the assumption is made that the whereabouts of the Chairman of the Supervisory Board shall constitute the venue of the meeting and of preparation of the minutes or, in the event of the Chairman’s absence in the cases referred to in Para. 3 Section I Subpara. 5, the whereabouts of the Deputy Chairman, if the meeting is chaired over by the Deputy Chairman. Pursuant to Para. 7 Subpara. 6 and 7 hereof, resolutions shall be signed by all members of the Supervisory Board attending such meeting.
9. All members of the Supervisory Board shall be under the obligation to attend the meetings of the Supervisory Board. Each member of the Supervisory Board shall inform the Chairman of the Supervisory Board about the reasons of his absence.
10. The Chairman of the Supervisory Board or, in his absence, the Deputy Chairman or other person conducting the meeting of the Supervisory Board shall have the right to interrupt the session for valid reasons and arrange the session for a follow-up meeting at a later time or date, however not later than within 30 days from the interrupt moment.

Para. 6

Notices

1. The meetings of the Supervisory Board shall be convened subject to a prior notice served upon the members of the Supervisory Board by registered letter or via electronic mail in accordance with the Company’s Articles of Association unless all members of the Supervisory Board consent in writing or via electronic mail to hold the meeting without the aforementioned prior notice in accordance with the Company’s Articles of Association.

2. A notice of a meeting of the Supervisory Board shall specify the meeting's date, time, venue and agenda listing the items to be addressed at the meeting.
3. A notice of the subsequent meeting of the Supervisory Board shall not be required if all members of the Supervisory Board are present at the meeting of the Supervisory Board and all members of the Supervisory Board consent in writing or via electronic mail to hold the subsequent meeting without the aforementioned prior notice in accordance with the Company's Articles of Association, agreeing its agenda and date at the same time.
4. The Company's Management Board shall prepare all materials pertaining to the matters constituting the subject-matter of the meeting of the Supervisory Board and shall deliver such materials to all members of the Supervisory Board through the intermediation of the Chairman or Deputy Chairman, under the circumstances provided for in Para. 3 Section I Subpara. 5 not later than within 48 hours before the meeting of the Supervisory Board.
5. Each member of the Supervisory Board may request in writing or verbally during the meeting that the Chairman or person conducting the meeting places specific items on the agenda of the following meeting.

Para. 7

Resolutions

1. The Supervisory Board shall adopt the resolutions solely in the matters designated in the notice referred to in Para. 6 Subpara. 1 hereof unless all members of the Supervisory Board are present at the meeting and all members of the Supervisory Board present at the meeting consent to placement of new items on the agenda and to vote on such items.
2. The resolutions of the Supervisory Board may be adopted by means of direct distant communication as per Para. 5 Subpara. 8.
3. The members of the Supervisory Board may be involved in adoption of the resolutions by casting their votes through the intermediation of another member of the Supervisory Board. Casting a vote in writing through the intermediation of another member of the Supervisory Board shall not apply to the items placed on the agenda during the meeting of the Supervisory Board.
4. To the extent permitted by law and in the cases justified by the Company's valid interest or urgency of the matter, resolutions of the Supervisory Board may be adopted by way of a written ballot ordered (in a registered letter or via electronic mail) by the Chairman or, in his absence (Para. 3 Section I Subpara. 5), by the Deputy Chairman in accordance with the Company's Articles of Association. The members of the Supervisory Board shall deliver their consent or objection to the proposed resolution(s) (by registered letter or via electronic mail) to the Chairman within two weeks (or within the time limit extended by the Chairman accordingly) from the date of receipt of the written ballot order. The date of the resolution shall be deemed the date of its signing by the Chairman. The powers, obligations and activities ascribed to the Chairman of the Supervisory Board in this subparagraph shall be vested in and exercised accordingly by the Deputy Chairman if the written ballot is ordered by the Deputy Chairman.
5. Adoption of the resolutions in writing through the intermediation of another member of the Supervisory Board, adoption of the resolution in a written ballot or by means of direct distant communication shall not apply to the appointment of the Chairman and of the Deputy Chairman of the Supervisory Board, appointment and dismissal of the members of the Management Board, or to other items in respect of which the resolutions shall be adopted in a secret ballot.
6. The resolutions of the Supervisory Board shall be signed by all members of the Supervisory Board present at the meeting.

7. The members of the Supervisory Board attending the meeting in the manner specified in Para. 5 Subpara. 8 hereof and voting in favour of adoption of the resolutions shall receive the copies of the resolutions adopted during such meeting of the Supervisory Board within 7 (seven) days of its date and subsequently return the signed resolutions within 14 (fourteen) days to the Chairman of the Supervisory Board, the President of the Company's Management Board or to the person in charge of servicing the Supervisory Boards acting on the authorization of the Chairman of the Supervisory Board to the Company's address. The Chairman of the Supervisory Board may, in justified cases:
 - a. shorten or extend the aforementioned deadlines; or
 - b. allow the members of the Company's Supervisory Board to sign the copies of the adopted resolutions at the subsequent meeting of the Supervisory Board.
8. A resolution of the Supervisory Board shall be legally binding if:
 - a. the quorum defined in Para. 18 Subpara. 1 of the Company's Articles of Association or in another relevant paragraph of the Company's Articles of Association governing quorum-related issues is present at the meeting of the Supervisory Board;
 - b. the resolution has been adopted by an ordinary majority of votes or qualified majority provided for in the Company's Articles of Association; or
 - c. when the resolution is adopted in the matters that were not placed on the meeting's agenda in advance - the members of the Supervisory Board who did not attend the meeting approve the content of the resolution and sign such resolution.
9. In the event of an equal number of votes being cast for and against adoption of the resolution, the vote cast by the Chairman of the Supervisory Board and, in his absence, by the Deputy Chairman of the Supervisory Board shall prevail.
10. Voting shall be public. A secret ballot shall be ordered when adopting the resolutions on the personal matters and at the request of at least one member of the Supervisory Board. The Chairman of the Supervisory Board shall determine the mode of voting guaranteeing the secrecy of the votes cast.
11. Each resolution shall contain:
 - a. its number, date and title;
 - b. the legal basis of adoption of the resolution;
 - c. the content of the resolution;
 - d. its effective date;
 - e. its character (public vs. secret);
 - f. the voting results (number of persons present, number of votes "for", "against" and "abstaining"); and
 - g. signatures of all members of the Supervisory Board present at the meeting.

Para. 8

Other persons attending the meeting

Subject to the consent of the Chairman of the Supervisory Board or the person chairing the meeting of the Supervisory Board, persons other than the members of the Supervisory Board, including the members of the Company's Management Board, may attend the meetings of the Supervisory Board.

Para. 9

Minutes

1. The minutes shall be taken from the meetings of the Supervisory Board in Polish and English language and shall comprise:
 - a. the subsequent number of the minutes;
 - b. the date of the meeting;
 - c. the agenda of the meeting;
 - d. the content of all motions filed by the members of the Supervisory Board related to the course of discussion;
 - e. the content of the adopted resolutions;
 - f. results of voting on the motions and resolutions;
 - g. and the following information:
 - i. the number of the present members of the Supervisory Board;
 - ii. the number of the votes cast for and against each resolution;
 - iii. the number of the abstaining votes; and
 - iv. the dissenting opinions voiced by the members of the Supervisory Board;
 - h. review open issues from the last meeting and open issues before the next meeting.
2. In the minutes, the Chairman of the Supervisory Board shall record the presence/absence of the individual members of the Supervisory Board and of other persons. The Chairman shall record in the minutes which person, of those attending the meeting, participates therein in the manner defined in Para. 5 Subpara. 8 hereof.
3. The minutes shall be signed by the Chairman of the Supervisory Board and by the remaining members of the Supervisory Board attending the meeting after the end of the meeting of the Supervisory Board, however not later than at the beginning of the subsequent meeting of the Supervisory Board, as per Para. 9 Subpara. 5 below.
4. The following documents shall be attached to the minutes:
 - a. the resolutions of the Supervisory Board;
 - b. all material documents, plans, reports, motions and other materials constituting the subject-matter of the meeting, including the evidence of the meeting's convention.
5. The minutes from the meetings of the Supervisory Board, except for the content of the adopted resolutions, shall be approved during the following meeting of the Supervisory Board. If, as a result of changes to the composition of the Supervisory Board, a majority of over 50% of votes cast by the members of the Supervisory Board present at the meeting from which the minutes were taken cannot be secured, the signing of the minutes by the Chairman of the Supervisory Board and by the remaining members of the Supervisory Board attending such meeting shall be deemed to constitute approval of such minutes.

Para. 10

Secondment of the members of the Supervisory Board

1. The Supervisory Board may second from among its members some members to independently perform the specific supervisory activities.
2. Secondment to perform the specific supervisory activities by the Supervisory Board shall take place by way of a resolution:
 - a. on the motion from the Chairman of the Supervisory Board;
 - b. on the motion from the Company's Management Board; or
 - c. on the motion from at least two members of the Supervisory Board.
3. A resolution concerning secondment to perform the specific supervisory activities shall specify:

- a. the member of the Supervisory Board seconded to independently perform the supervisory activities;
 - b. the material scope of such secondment; and
 - c. the dates of such secondment.
4. Any member of the Supervisory Board seconded to individually perform, on a permanent basis, the supervisory activities shall submit the detailed reports to the Supervisory Board on the function held.

Para. 11

Organizational and technical assistance

1. The Company's Management Board shall provide the Supervisory Board with administrative assistance, office space, technical and telecommunications equipment and shall extend to the Supervisory Board any other assistance that proves necessary in order to hold the meetings of the Supervisory Board.
2. The materials from the meetings of the Supervisory Board shall be stored in the offices of the Company's Management Board.
3. The Supervisory Board elects the minute-taker from among candidates introduced by the Management Board. The minute-taker shall fulfill a function to the moment of his/her dismissal by the Supervisory Board or to the moment of his/her resignation.
4. The Supervisory Board shall authorize the minute-taker to provide organizational services to the Supervisory Board, in particular to:
 - a. handle all matters relating to the preparation of the meetings, including drawing up and sending on behalf of the Chairman the notices of the meetings of the Supervisory Board together with the relevant materials and dealings with individual members of the Supervisory Board;
 - b. draw up the minutes from the meetings under the supervision of the members of the Supervisory Board; and
 - c. handle other matters pertaining to the activity of the Supervisory Board designated by the Chairman of the Supervisory Board and by the members of the Supervisory Board.

Para. 12

Other provisions

1. All amendments to these Regulations shall require adoption of a resolution by the Supervisory Board and approval by the Shareholder's Meeting.
2. These Regulations take effect as of the day of their approval by the Shareholder's Meeting.