#### **BY-LAWS**

# OF THE GENERAL MEETING OF SHAREHOLDERS of Midas Spółka Akcyjna

#### I. GENERAL PROVISIONS

#### Article 1

- 1. These By-laws establish the procedure for convening, organising and conducting the General Meeting of Shareholders of the company Midas S.A., with its registered office in Warsaw, hereinafter the "Company". ----
- 2. The General Meeting of Shareholders is convened and meets according to the principles set out in the Commercial Companies Code (CCC), the Statute of the Company, these By-laws and separate provisions. ------
- 3. The Management Board conducts activities relating to running the General Meeting of Shareholders, where the Management Board may commission the performance of those activities to an entity specialising in that area.

## II. CONVENING THE GENERAL MEETING OF SHAREHOLDERS

## **Article 2 Formal requirements**

- 3. The Extraordinary General Meeting of Shareholders may be convened by shareholders representing at least half the share capital or at least half the total number of votes in the Company.-----

- 7. The request referred to in par. 5 submitted after the General Meeting of Shareholders is convened will be treated as a motion to convene the Extraordinary General Meeting of Shareholders.-----

10. The General Meeting of Shareholders is cancelled and rescheduled in the same manner as it is convened, and so as to cause the least detriment to the Company and Shareholders. Cancelling or rescheduling the General Meeting of Shareholders should take place promptly after the occurrence of circumstances justifying the cancellation or rescheduling, but no later than seven days before the date of the General Meeting of Shareholders. If the General Meeting of Shareholders cannot be cancelled or rescheduled within the time period specified in the previous sentence, General Meeting of Shareholders should be circumstances dictate that this is impossible or excessively difficult; in such a case, the General Meeting of Shareholders may be cancelled or rescheduled at any time before the date of the meeting. The General Shareholders is cancelled rescheduled or announcement published on the Company's website, together with a justification and in observance of other requirements of the law. Only the Company's governing bodies, or persons who convene the General Meeting of Shareholders, have the authority to cancel it.----

## Article 3 Website and communication with the Company

- 2. The Company makes available the documentation to be presented to the General Meeting of Shareholders and draft resolutions, or, if no resolutions are expected to be adopted, then the remarks of the Management Board or Supervisory Board concerning matters placed on the agenda of the General Meeting of Shareholders or matters to be placed on the agenda before the date of the General Meeting of Shareholders, in the manner stated in the announcement on the General Meeting of Shareholders, provided that the information specified in Article 402<sup>3</sup> of the CCC is placed on the Company's website from the date on which the General Meeting of Shareholders is convened. Draft resolutions proposed by the Management Board for adoption by the General Meeting of Shareholders and other documentation prepared by the Management Board which is to be presented to the General Meeting of Shareholders should be presented to shareholders on the Company's website before the General Meeting of Shareholders, promptly after being prepared, together with the Management Board's justification and the opinion of the Supervisory Board. -----
- 3. Shareholders of the Company can communicate with the Company by email, in particular by sending motions, requests and questions. Detailed information on communication is posted on the Company's website. ----

- 4. In particular, shareholders of the Company can use e-mail to inform the Company about granting or cancelling a power of attorney for participation in the General Meeting of Shareholders in electronic form. -
- 5. The Company should be informed about a power of attorney granted in electronic form by electronic means of communication, making every effort to make it possible to verify the validity of the power of attorney. Along with providing information on granting a power of attorney electronically, a shareholder must send, in PDF format: a scan of the power of attorney granted, a scan of the personal identity card, passport or other document enabling identification to be made of the shareholder as the principal and of the proxy. If a power of attorney is granted by a legal person or an organisational unit, the shareholder as the principal must also submit a scan of the extract from the register in which the principal is registered. Documents in a foreign language sent electronically should be translated into Polish by a sworn translator. A shareholder sending information on granting a power of attorney must at the same time send the Company the e-mail address and telephone number of the shareholder and the proxy, which the Company can use to communicate with the shareholder and the proxy. All documents referred to in this paragraph are to be sent electronically. This clause does not release a proxy from the obligation to present the identity documents specified herein at the time the attendance list of people authorised to participate in the General Meeting of Shareholders is drawn up. ------
- 6. The rules concerning the identification of a shareholder apply as appropriate to informing the Company about recalling a power of attorney granted. A notice on granting and recalling a power of attorney in a manner that doesnot comply with the above requirements has no legal effect on the Company.-----
- 8. The choice of method for appointing a proxy is up to the shareholder, and the Company is not liable for errors in completing the power of attorney form or the actions of persons acting as proxies.-----

## **Article 4 List of shareholders**

- 2. The list of shareholders referred to in par. 1 above is displayed for review at the registered office of the Company for 3 (three) business days directly preceding the General Meeting of Shareholders, from 9.00 a.m. to

- 4.00 p.m., and at the place and time of the General Meeting of Shareholders. -----
- 3. A shareholder may request that the Management Board provide him or her with the list of shareholders, free of charge, by e-mail, giving the address to which the list should be sent.------

## III. MEETINGS OF THE GENERAL MEETING OF SHAREHOLDERS

## Article 5 Opening of the General Meeting of Shareholders and appointment of the Chairman

- 1. The General Meeting of Shareholders is opened by the Chairman of the Supervisory Board or his deputy or, in their absence, by the President of the Management Board or a person appointed by the Management Board.
- 2. The person opening the General Meeting of Shareholders may decide on all points of order necessary to begin the meeting. ------
- 4. Persons who have the right to vote at the General Meeting of Shareholders are entitled to nominate candidates for Chairman of the General Meeting of Shareholders. A nominee should agree to run as a candidate.-----
- 5. The Chairman of the General Meeting of Shareholders is elected in a secret ballot. The person who receives the highest number of votes is elected as the Chairman of the General Meeting of Shareholders. ------
- 6. The person opening the General Meeting of Shareholders ensures that the voting is conducted correctly, announces the result of the vote, and hands the meeting over to the Chairman.
- 7. (revoked) -----
- 8. The Chairman of the General Meeting of Shareholders should not resign from that function without valid reason. -----

9.	The General Meeting of Shareholders may elect a deputy Chairman of the General Meeting of Shareholders on the terms applicable to electing a Chairman of the General Meeting of Shareholders
	Article 6 Authority of the Chairman
	The Chairman of the General Meeting of Shareholders runs the meeting in accordance with the agenda and the provisions of these By-laws. The Chairman ensures that the meeting is run in an orderly manner and that the rights and interests of all shareholders are respected. The Chairman should prevent, in particular, any abuse of authority by participants in the General Meeting of Shareholders, and should make sure that the rights of minority shareholders are respected
	a. ensuring that the meeting and voting are conducted efficiently and correctly,
	b. supervising the substance of the meeting,
	c. controlling the floor,
	d. conducting voting, making sure that it is conducted correctly, and announcing voting results,
	e. managing the order of voting on a given item of the agenda,
	f. issuing appropriate regulations of order in the meeting room,
	g. making sure the agenda is completed,
	h. resolving regulatory questions
3.	In justified cases, the Chairman may order a short adjournment in the meeting, ensuring that the General Meeting of Shareholders ends on the day it commenced, and so as not to prevent shareholders from exercising their rights
	Article 7 Attendance list
1.	Promptly after being elected, the Chairman of the General Meeting of Shareholders must have an attendance list drawn up and signed; the list must contain the names of the participants in the General Meeting of Shareholders, with a specification of the number of shares each holds and the number of votes to which each is entitled. In the case of the persons referred to in Article 9, the rules concerning the specification of the number of shares and votes do not apply
2.	When drawing up an attendance list, it is necessary:
	a. to check whether the shareholder is entitled to participate in the General Meeting of Shareholders,
	b. to check the identity of the shareholder or representative on the basis of his or her personal identity card, passport or other reliable document,
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- c. to check the validity of a power of attorney or other authorisation to represent a shareholder at the General Meeting of Shareholders. If a power of attorney is granted in electronic form before the General Meeting of Shareholders, the check specified in the preceding sentence must be performed promptly upon receiving the notification,------
- d. to obtain the signature of the shareholder or their representative on the attendance list, ------
- e. to provide the shareholder or representative with the relevant documents to be used when voting. ------
- 4. The Chairman of the General Meeting of Shareholders makes a final ruling on any reservations raised with regard to the attendance list.-----

## Article 8 Appointment of the Returning Committee and its duties

- 1. The General Meeting of Shareholders may appoint a Returning Committee. The rules for appointing the Chairman of the General Meeting of Shareholders apply to appointing Committee members. ------
- 2. The Returning Committee consists of no more than three persons elected by the General Meeting of Shareholders.-----
- 4. The Returning Committee may also check the results of votes conducted before it was appointed. ------

## Article 9 Participation in meetings by Management Board and Supervisory Board members and other persons

- 1. Members of the Management Board and Supervisory Board may participate in the General Meeting of Shareholders without an invitation.
- 2. The Management Board is obliged to inform members of the Supervisory Board about the date of a General Meeting of Shareholders.-----
- 3. At the invitation of the Management Board, unless the General Meeting of Shareholders agrees otherwise, other persons may take part in the meeting or a part thereof, such as certified auditors and experts whose participation is justified in order to present participants in the General Meeting of Shareholders with opinions on matters being considered. -----
- 4. Such persons may also be invited *ad hoc* by the Management Board or the Chairman and attend only a portion of the General Meeting of Shareholders, which does not prevent the General Meeting of Shareholders from making a final decision as to those persons' participation in the Meeting.-----

## Article 10 Conducting the meetings

- 1. The Chairman of the General Meeting of Shareholders conducts a vote on approving the agenda. -----
- 2. In an open vote, shareholders approve the proposed agenda or decide to amend it.-----
- 3. The Chairman may make independent decisions on points of order, including in particular: -----
  - a. admitting persons who are not shareholders to the meeting room (subject to Article 9), ------
  - b. submitting a motion to change the order of items on the agenda,
  - d. the manner of adding an additional item to the agenda, -----
  - e. limiting, adjourning or closing the discussion, -----
  - f. ordering a break in the meeting, -----
  - g. changing the order of items on the agenda, -----
  - h. establishing the order of voting on motions concerning a given item on the agenda. -----
- 4. Resolutions which could affect the shareholders' ability to exercise their rights are not subject to voting under this procedure. ------
- 5. Participants in the General Meeting of Shareholders may appeal to the General Meeting of Shareholders against the decisions of the Chairman on points of order.------

## **Article 11 Discussion**

- 1. Participants can speak only on matters listed on the agenda and within the scope of the item currently being considered.-----
- 2. In considering each item on the agenda, depending on the subject, the Chairman may allocate a specific amount of time to each speaker and a rebuttal. The above restriction does not apply to members of the Management Board or Supervisory Board, certified auditors or experts.
- 4. The Chairman may revoke the right to speak from speakers who do not comply with his instructions or who speak in a manner incompatible with these By-laws. ------
- 5. The Chairman may eject persons who disrupt the order of the meeting from the meeting room.-----
- 6. The Chairman decides on closing the discussions. -----
- 7. Participants in the General Meeting of Shareholders have the right to appeal against decisions of the Chairman to the General Meeting of Shareholders.

## **Article 12 Resolutions**

- 1. The Management Board prepares written draft resolutions on matters listed on the agenda and to be voted on, and publishes them on the Company's website. -----
- 2. Draft resolutions to be presented to the General Meeting of Shareholders, together with relevant documents and the opinion of the Supervisory Board (where the Management Board requested an opinion or the obligation to provide such an opinion stems from other regulations binding on the Company), should be made available by the Management

Board to all shareholders on the Company's website from the day the General Meeting of Shareholders is convened, as well as at the registered office of the Company, so that shareholders can familiarise themselves with them and evaluate them.------

- 3. Draft resolutions prepared by shareholders should be promptly published on the Company's website, stating the date they were received and details of the shareholder who prepared each draft resolution. ------
- 4. At the request of the Management Board, the Supervisory Board should issue an opinion on draft resolutions to be considered by the General Meeting of Shareholders. -----
- 5. If, during the discussion, speakers do not clearly formulate the wording of a proposed resolution, the Chairman is responsible for the final wording of motions submitted. ------
- 6. A draft resolution may be delivered in writing to the Chairman. -----
- 7. Where a draft resolution is rejected as a result of not obtaining the required majority of votes, this shall not mean that the General Meeting of Shareholders has adopted a negative resolution with contents opposite to the motion submitted for voting.------
- 8. The Management Board and the Chairman of the General Meeting of Shareholders should draft resolutions in such a way that anyone who disagrees with the decision contained in the resolution has the opportunity to challenge it, provided that they are entitled to do so.
- 9. A party objecting to the adoption of a resolution should have the opportunity to concisely present its reasons for this. The Chairman should ensure that the objection is recorded in the minutes by the notary.-----
- 10. The General Meeting of Shareholders may amend or revoke a resolution it previously adopted. -----
- 11. During the General Meeting of Shareholders, each shareholder may submit draft resolutions concerning matters placed on the agenda.-----

## **Article 13 Voting**

- 2. Each share in the Company carries one vote. -----
- 3. Resolutions of the General Meeting of Shareholders are adopted by a relative majority of votes, i.e., when the number of votes in favour of a resolution is greater than the number of votes against the resolution,

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- where invalid votes and abstentions are not counted, unless provided otherwise by the Statute of the Company or the CCC. ------
- 5. Voting on resolutions is conducted by an open ballot, subject to par. 6. -
- 6. The Chairman of the General Meeting of Shareholders holds a secret ballot when electing, and on motions to recall, members of the governing bodies of the Company or liquidators, or holding such persons liable, as well as on personal matters. The Chairman of the General Meeting of Shareholders shall also hold a secret ballot at the request of even one shareholder present or represented at the meeting. ------
- 7. Resolutions on a significant change in the business activity of the Company are voted on in an open ballot.-----
- 8. Voting may be conducted using electronic technical means, including those based on computer systems. -----
- 9. The Chairman of the General Meeting of Shareholders announces the result of a vote and states whether the resolution has been adopted, or not adopted because of failing to obtain the required majority of votes.---
- 10. The Chairman of the General Meeting of Shareholders reads out the content of the resolution adopted. -----

## Article 14 Appointment of the Supervisory Board

1. Shareholders who intend to submit nominees to the Supervisory Board should provide the Company with a justification stating the professional background of each nominee with sufficient notice to allow the other Shareholders to duly and carefully review them before the General Meeting of Shareholders or before the corresponding resolution is adopted. The Company will immediately provide the other Shareholders the information obtained before the General Meeting of Shareholders, in accordance with the procedure set forth in the announcement concerning the General Meeting of Shareholders that applies to providing documents and draft resolutions to be presented to the General Meeting of Shareholders, taking into account the obligation to post this type of information on the Company's website subject to Article 4023 par. 1 pt. 3 and 4 of the CCC. A shareholder proposing a nominee for a Supervisory Board member in accordance with the procedure referred to in this paragraph, provides the Company with that nominee's consent to serve as a Supervisory Board member and to the processing and disclosure of his/her personal information by the Company to the extent required by his/her nomination and service on the Supervisory Board.-----

- 2. Before proceeding to elect Supervisory Board members, the General Meeting of Shareholders, at the request of the Chairman or other authorised person, determines the number of Board members, unless it is covered by the agenda. ------
- 3. Nominees for Supervisory Board members may be submitted by any participant in the General Meeting of Shareholders. Nominees for Supervisory Board members are submitted to the minutes with a brief justification. Furthermore, such a proposal should be accompanied by a statement from the nominee for a Supervisory Board member in which he/she consents to his/her nomination for Supervisory Board membership and to the processing and disclosure of his/her personal information by the Company to the extent required by his/her candidacy for and service on the Supervisory Board, unless the candidacy and statement had already been made and published in accordance with the procedure set forth in par. 1 above.
- 4. The Chairman draws up alphabetical lists of submitted nominees for Supervisory Board members. -----
- 5. Supervisory Board members are elected in a vote by secret ballot, for each nominee individually, in alphabetical order.-----

- 8. If a motion on appointing the Supervisory Board by voting in groups is placed on the agenda, shareholder groups are formed in accordance with the rules set out in this paragraph.
- 9. The Chairman of the General Meeting of Shareholders announces the minimum number of shares needed to form a separate group. That number is determined by dividing the number of shares represented at the General Meeting of Shareholders by the number of positions on the Supervisory Board. -----
- 10. A shareholder can belong to only one group. -----
- 12. Groups may combine in order to carry out a joint appointment of members of the Supervisory Board. -----
- 13. The Chairman of the General Meeting of Shareholders announces the formation of particular groups, and then has an attendance list drawn up for particular groups. ------

## Article 15 Adjournment in the General Meeting of Shareholders

The General Meeting of Shareholders may adjourn a meeting by a 2/3 (two thirds) majority of votes, where the total adjournments cannot last more than 30 days.

## **Article 16 Minutes**

- 1. Minutes of the General Meeting of Shareholders are prepared by a notary in notarial deed form. ------
- 2. Minutes of the General Meeting of Shareholders should contain, in particular: -----
  - a) a statement that the General Meeting of Shareholders was duly convened, -----
  - b) a statement that the General Meeting of Shareholders was capable of adopting resolutions,-----
  - c) the content of resolutions adopted,-----
  - d) the number of shares from which valid votes were cast on a given resolution, ------
  - e) the percentage of shares in the share capital from which valid votes were cast on a given resolution, ------
  - f) the total number of valid votes cast during voting on a given resolution, g) the number of votes "for", "against" and "abstained",----
  - g) a record of objections submitted, ------
  - h) a note on whether the vote was conducted in an open or a secret ballot.-----
- 4. At the request of a participant in the General Meeting of Shareholders, that declaration is to be entered in the minutes.-----
- 5. A copy of the minutes, together with proof that the General Meeting of Shareholders was convened and powers of attorney granted in written form, or printouts of powers of attorney granted in electronic form, should be included in the minutes book by the Management Board.-----

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#### IV. FINAL PROVISIONS

#### Article 17

- 1. After the agenda is completed, the Chairman announces the closing of the General Meeting of Shareholders. -----
- 2. The results of voting should be available until the end of the period for challenging resolutions of the General Meeting of Shareholders.-----
- 3. The General Meeting of Shareholders is authorised to interpret these Bylaws.
- 4. In matters not regulated by these By-laws, the provisions of the Commercial Companies Code and the Statute of the Company shall apply. In the event of any discrepancies between the provisions of these By-laws and the regulations referred to in the preceding sentence, the regulations will prevail.------

## Article 18

In the event of any amendment of these By-laws, such amendments enter into force as of the next General Meeting.