

## **CORPORATE CHARTER**

# POWSZECHNA KASA OSZCZĘDNOŚCI BANK POLSKI SPÓŁKA AKCYJNA

| I.  | General provisions                                                                                                                                                                                                                 |  |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|     | § 1                                                                                                                                                                                                                                |  |
| 1.  | Powszechna Kasa Oszczędności Bank Polski Spółka Akcyjna, hereinafter referred to as the "Bank", is a bank operating pursuant to the laws in force and this Corporate Charter while maintaining the national character of the Bank. |  |
| 2.  | The State Treasury is the founder of the Bank                                                                                                                                                                                      |  |
|     | § 2                                                                                                                                                                                                                                |  |
| 1.  | The Bank shall operate under the name of Powszechna Kasa Oszczędności Bank Polski Spółka Akcyjna.                                                                                                                                  |  |
| 2.  | The Bank may use the following abbreviated names: Powszechna Kasa Oszczędności Bank Polski S.A., PKO Bank Polski S.A. and PKO BP S.A                                                                                               |  |
|     | § 3                                                                                                                                                                                                                                |  |
| 1.  | The registered seat of the Bank shall be in the capital city of Warsaw                                                                                                                                                             |  |
| 2.  | The Bank shall operate in the territory of the Republic of Poland and abroad                                                                                                                                                       |  |
| 3.  | The Bank may open braches, representative offices and other entities in Poland and abroad.                                                                                                                                         |  |
| II. | Object of Activity of the Bank                                                                                                                                                                                                     |  |
|     | § 4                                                                                                                                                                                                                                |  |
| 1.  | The object of activity of the Bank consists in the following banking operations:                                                                                                                                                   |  |
|     | 1) accepting cash deposits payable on demand or on a specified maturity and managing bank accounts for such deposits,                                                                                                              |  |
|     | 2) managing other bank accounts,                                                                                                                                                                                                   |  |
|     | 3) extending credit facilities,                                                                                                                                                                                                    |  |

|    | 4)  | extending cash loans,                                                                            |
|----|-----|--------------------------------------------------------------------------------------------------|
|    | 5)  | extending and confirming bank guarantees and opening and confirming letters of credit,           |
|    | 6)  | carrying out inter-bank settlements in the forms used in domestic and foreign trade,             |
|    | 7)  | operations on cheques and bills of exchange,                                                     |
|    | 8)  | issuing bank securities,                                                                         |
|    | 9)  | issuing payment cards and performing operations with such cards,                                 |
|    | 10) | executing forward transactions with domestic and foreign banks and other financial institutions, |
|    | 11) | acquiring and disposing of cash receivables,                                                     |
|    | 12) | issuing the electronic money instrument,                                                         |
|    | 13) | performing operations relating to issue of securities,                                           |
|    | 14) | safekeeping valuables and securities and providing safe deposit facilities,                      |
|    | 15) | performing banking operations on request of other banks,                                         |
|    | 16) | operating a building savings scheme,                                                             |
|    | 17) | buying and selling foreign currencies,                                                           |
|    | 18) | acting as intermediary in money transfers and settlements in foreign exchange transactions,      |
|    | 19) | granting and confirming sureties                                                                 |
| 2. |     | dition to the activities referred to in Clause 1 above, the object of activity of the comprises: |
|    | 1)  | servicing treasury loans and bonds,                                                              |

| 2)   | taking out credit facilities and cash loans,                                                                                                                                          |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3)   | accepting guarantees and sureties,                                                                                                                                                    |
| 4)   | carrying out brokerage operations in accordance with principles set out in separate regulations,                                                                                      |
| 5)   | providing financial services in respect of customer acquisition within the meaning of the Law on organization and operation of pension funds,                                         |
| 6)   | acting as a depositary pursuant to the regulations of the Law on organization and operation of pension funds,                                                                         |
| 7)   | trading in securities issued domestically or abroad, within the scope and in accordance with principles set out in separate regulations and maintaining a deposit of such securities, |
| 8)   | operating school savings schemes,                                                                                                                                                     |
| 9)   | providing fiduciary services,                                                                                                                                                         |
| 10)  | providing agency services to the extent permitted by the regulations of the Law on insurance activity,                                                                                |
| 11)  | providing consulting and advisory services on financial matters,                                                                                                                      |
| 12)  | providing services in respect of transportation of valuables,                                                                                                                         |
| 13)  | arranging and servicing financial lease transactions,                                                                                                                                 |
| 14)  | buying and selling shares and receivables on own account and providing factoring services                                                                                             |
| In a | addition, the Bank may:                                                                                                                                                               |
| 1)   | subscribe for or acquire shares or rights arising from shares, as well interests in other legal entities, and acquire participation units in mutual funds,                            |
| 2)   | invest money in domestic and foreign securities,                                                                                                                                      |

3.

|        | 3)      | acquire and dispose of real-estate and movable property, and rent or lease such                                                                           |  |  |  |  |
|--------|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|
|        |         | property,                                                                                                                                                 |  |  |  |  |
|        | 4)      | provide financial, settlement and advisory services in respect of financial                                                                               |  |  |  |  |
|        |         | market instruments,                                                                                                                                       |  |  |  |  |
|        | 5)      | engage in trading in securities                                                                                                                           |  |  |  |  |
|        |         | § 5                                                                                                                                                       |  |  |  |  |
|        |         | hay engage banks or other entities to perform activities falling within its scope of all may provide financial services for the benefit of other entities |  |  |  |  |
| III. S | Share c | apital                                                                                                                                                    |  |  |  |  |
|        |         | § 6                                                                                                                                                       |  |  |  |  |
| 1.     | The     | The share capital of the Bank amounts to 1,000,000,000 (one billion) zlotys and is                                                                        |  |  |  |  |
|        |         | led into 1,000,000,000 (one billion) shares having the nominal value of 1 (one) each, including:                                                          |  |  |  |  |
|        | 1)      | 510,00,000 (five-hundred and ten million) registered shares of A series bearing numbers from A 000000001 to A 510000000;                                  |  |  |  |  |
|        | 2)      | 105,000,000 (one-hundred and five million) bearer shares of B series bearing numbers from B 000000001 to B 105000000;                                     |  |  |  |  |
|        | 3)      | 385,000,000 (three-hundred and eighty five million) bearer shares of C series bearing numbers from C 000000001 to C 385000000                             |  |  |  |  |
| 2.     | The     | exchange of A series shares into bearer shares and the transfer of these shares                                                                           |  |  |  |  |
|        | shall   | require a consent expressed in a resolution of the Council of Ministers. The                                                                              |  |  |  |  |
|        | exch    | ange into bearer shares or transfer of A series shares upon obtaining such consent                                                                        |  |  |  |  |
|        | shall   | result in expiry of the restrictions provided for in the preceding sentence in                                                                            |  |  |  |  |
|        | -       | ect of the shares that are subject to such exchange into bearer shares or transfer, to                                                                    |  |  |  |  |
|        | the e   | xtent such consent was granted                                                                                                                            |  |  |  |  |

| 3.    | Subject to Article 28, Clause 2 of the Banking Law, the exchange of bearer shares into registered shares is not allowed                                                                           |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       | § 7                                                                                                                                                                                               |
|       | <i>3 /</i>                                                                                                                                                                                        |
| 1.    | The shares of the Bank may be redeemed only upon consent of the shareholder                                                                                                                       |
| 2.    | The redemption of shares shall require a decrease of the share capital and may be only funded from net profit. The shares shall be redeemed against consideration                                 |
| 3.    | The procedure of redemption of shares and the amount of consideration for the shares to be redeemed shall be specified in a resolution of the General Meeting.                                    |
| 4.    | The acquisition of own shares by the Bank with a view to redeeming such shares shall require a consent of the General Meeting.                                                                    |
| IV. G | Governing Bodies of the Bank                                                                                                                                                                      |
|       | § 8                                                                                                                                                                                               |
| The g | governing bodies of the Bank shall be:                                                                                                                                                            |
| 1)    | the General Meeting,                                                                                                                                                                              |
| 2)    | the Supervisory Board,                                                                                                                                                                            |
| 3)    | the Management Board                                                                                                                                                                              |
| Gene  | eral Meeting                                                                                                                                                                                      |
|       | § 9                                                                                                                                                                                               |
| 1.    | In addition to other matters reserved by the law or the provisions of this Corporate Charter, the General Meeting shall have the authority to adopt resolutions concerning the following matters: |

|      | 1)       | appointing and dismissing the members of the Supervisory Board in accordance with § 11,                                                                                                                                                                                                    |  |  |
|------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|      | 2)       | approving the By-laws of the Supervisory Board,                                                                                                                                                                                                                                            |  |  |
|      | 3)       | specifying the procedure for redemption of shares and the amount of consideration for the shares to be redeemed,                                                                                                                                                                           |  |  |
|      | 4)       | creation and dissolution of special funds created from net profit,                                                                                                                                                                                                                         |  |  |
|      | 5)       | disposal by the Bank of real property or perpetual usufruct right in respect of real-estate properties used by the Bank in its operations,                                                                                                                                                 |  |  |
|      | 6)       | issuing bonds convertible into shares or other instruments that entitle to acquisition or subscription of shares of the Bank,                                                                                                                                                              |  |  |
| 2.   | Mana     | natters brought before the General Meeting should be first presented by the gement Board to the Supervisory Board for its consideration and opinion, in dance with the By-laws referred to in § 14.                                                                                        |  |  |
| 3.   | mater    | resolutions proposed for approval by the General Meeting and other relevant ial should be presented to the shareholders together with a supporting rationale ne opinion of the Supervisory Board prior to the General Meeting, and at an ordate so that they can be reviewed and assessed. |  |  |
| § 10 |          |                                                                                                                                                                                                                                                                                            |  |  |
| 1.   | location | General Meeting shall be held at the registered seat of the Bank or in another on in the territory of Poland as indicated in the notice on convening the General ng.                                                                                                                       |  |  |
| 2.   | The C    | General Meeting shall adopt its By-laws                                                                                                                                                                                                                                                    |  |  |

| Supervisory | <b>Board</b> |  |
|-------------|--------------|--|
|-------------|--------------|--|

§ 11

- 3. The number of members of the Supervisory Board for whom only the Eligible Shareholder may recommend nominations, shall be calculated in accordance with the following formula:

| L = 11*l | IJ | <br> | <br> |  |
|----------|----|------|------|--|
|          |    |      |      |  |
|          |    |      |      |  |
| where:   |    | <br> | <br> |  |

- 6. Should the mandate of a member of the Supervisory Board expire, the Management Board shall promptly convene the General Meeting in order to supplement the composition of the Supervisory Board.

#### § 12

1. The Chairman and the Vice-Chairman of the Supervisory Board shall be selected by the Eligible Shareholder from among the appointed members of the Supervisory Board, including also the case when the Supervisory Board is elected by separate groups.

| 2.    | The S  | upervisory Board may elect a Secretary from among its members                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |        | § 13                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| super | visory | the Supervisory Board who are seconded to perform individually certain functions are obliged to present a written report to the Supervisory Board on of such functions.                                                                                                                                                                                                                                                                                                                       |
|       |        | § 14                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|       | _      | sory Board acts on the basis of the By-laws adopted by the Supervisory Board by the General Meeting.                                                                                                                                                                                                                                                                                                                                                                                          |
|       |        | § 15                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1.    | Corpo  | dition to the rights and obligations provided for by the laws and provisions of this brate Charter, the Supervisory Board shall have the authority to adopt resolutions erning the following matters:                                                                                                                                                                                                                                                                                         |
|       | 1)     | approving the strategy of the Bank adopted by the Management Board,                                                                                                                                                                                                                                                                                                                                                                                                                           |
|       | 2)     | approving the annual financial plan adopted by the Management Board,                                                                                                                                                                                                                                                                                                                                                                                                                          |
|       | 3)     | appointing the entity to carry out the audit or review the consolidated and individual financial statements of the Bank, granting consent to entering into agreements with such entity or its subsidiaries, controlled entities, dominant entities or subsidiaries or controlled entities of its dominant entities, and to performance of any other acts that may adversely affect the independence of such entity in performing the audit or review of the financial statements of the Bank, |
|       | 4)     | adopting the By-laws of the Supervisory Board                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|       | 5)     | adopting the Regulations that set out the principles of granting credits, loans, bank guarantees and sureties to the members of the governing bodies of the Bank and persons holding managerial positions at the Bank in accordance with Article 79 of the Banking Law,                                                                                                                                                                                                                       |
|       | 6)     | adopting the By-laws concerning utilization of the reserve capital                                                                                                                                                                                                                                                                                                                                                                                                                            |

| 7)  | appointing and dismissing the Chairman of the Management Board by secret        |
|-----|---------------------------------------------------------------------------------|
|     | vote,                                                                           |
| 8)  | appointing and dismissing by secret vote the Vice-Chairman First Deputy         |
|     | Chairman, Vice-Chairmen and other members of the Management Board, upon         |
|     | a motion of the Chairman of the Management Board,                               |
| 9)  | suspending, for material reasons, selected or all members of the Management     |
|     | Board in performance of their duties, and seconding members of the              |
|     | Supervisory Board, for up to three months, to temporarily perform the duties of |
|     | members of the Management Board who were dismissed, resigned or are             |
|     | unable, for other reasons, to perform their duties,                             |
| 10) | granting consent to opening or closing branches abroad,                         |
| 11) | approving by-laws and regulations adopted by the Management Board and           |
| 11) | concerning:                                                                     |
|     |                                                                                 |
|     | a) the Management Board,                                                        |
|     | b) management of special funds created from net profits,                        |
|     | c) organization of the Bank,                                                    |
|     | c) organization of the Bank,                                                    |
| 12) | granting prior consent to:                                                      |
|     | a) acquisition and disposal of fixed assets for the value exceeding 1/10 of the |

- a) acquisition and disposal of fixed assets for the value exceeding 1/10 of the equity of the Bank, excluding real property and perpetual usufruct rights, --
- b) except for the acts referred to in § 9 Clause 1.5, acquisition and disposal of real property, a share in a real property or perpetual usufruct rights, or their encumbrance with a limited property right or making it available for use by a third party, if the value of the real property or the right that is the object of such act exceeds 1/10 of the equity of the Bank; such consent is not required if the acquisition of real property, a share in a real property or a perpetual usufruct right takes place as a part of enforcement or arrangement proceedings or agreement other with a debtor of the Bank, as well as in case of legal transactions concerning real property or rights acquired by the

Bank in the manner described above; in such cases the Management Board shall be only obliged to inform the Supervisory Board about the performed act, -----

- c) establishment of a company, subscription or acquisition of shares, bonds convertible into shares or other instruments entitling to acquisition or subscription of shares if the financial commitment of the Bank resulting from such act exceeds 1/10 of the equity, ------
- d) any transaction to be entered between the Bank and an affiliated entity, if the value of such transaction exceeds PLN equivalent of EUR 500,000 (five-hundred), except for typical and routine transactions concluded on market terms between affiliated entities, when the nature and terms of such transactions are determined by the ordinary business of the Bank, ------
- e) performance of any act by the Bank, as a result of which the sum of receivables of the Bank and the off-balance sheet commitments exposed to risk of a state-owned corporation or a company with the State Treasury as the majority shareholder and entities having equity or organizational relations with such corporation or company would exceed 5% of the equity of the Bank,------
- f) disclosure of the information referred to in Article 81 of the Law on public trading in securities of 21 August 1997, hereinafter the "Law on Public Trading", in accordance with the procedure set out in Article 83 of the Law on Public Trading to an entity defined in this provision, which at the same time is: a) an entity holding, directly or indirectly, individually or acting in agreement with other entities, at least 5% of the shares of the Bank or b) an entity affiliated with the entity referred to in point a). -------
- applying to the Commission of Banking Supervision for its consent to appoint two members of the Management Board, including the Chairman of the Management Board, and notifying the Commission of the Banking Supervision of the remaining members of the Management Board and each change in the composition of the Management Board.

- 3. The members of the Supervisory Board who are concerned by the matter that is subject to vote shall be excluded from the vote.-----

### § 16

The meetings of the Supervisory Board shall be held at least once in every quarter. -----

#### § 17

- 2. The members of the Supervisory Board are entitled to remuneration. -----
- 3. A member of the Supervisory Board may vote in writing through another member of the Supervisory Board. The votes cast in this manner must not concern any matters placed on the agenda during the meeting of the Supervisory Board. ------
- 5. Resolutions adopted through the procedure set out in Clause 4 above shall be presented at the following meeting of the Supervisory Board together with the result of the vote.------

| Management Board         |                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|                          | § 18                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| 1.                       | The Management Board shall consist of 3 (tree) to 8 (eight) members                                                                                                                                                                                                                                                                                                                                                                       |  |
| 2.                       | The composition of the Management Board shall include: the Chairman of the Management Board, the Vice-Chairman First Deputy Chairman, Vice-Chairmen and other members of the Management Board                                                                                                                                                                                                                                             |  |
|                          | § 19                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| 1.                       | The members of the Management Board are appointed for a joint term of three years                                                                                                                                                                                                                                                                                                                                                         |  |
| 2.                       | The Management Board is appointed by the Supervisory Board in accordance with the procedure set out in § 15 Clauses 1.7 and 1.8                                                                                                                                                                                                                                                                                                           |  |
| 3.                       | A member of the Management Board may be dismissed only for important reasons                                                                                                                                                                                                                                                                                                                                                              |  |
|                          | § 20                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| the G<br>Corpo<br>acquis | atters relating to the management of the affairs of the Bank, which are not reserved for eneral Meeting or the Supervisory Board by legal regulations or provisions of this trate Charter, shall fall within the authority of the Management Board, including sition and disposal of real property, a share in a real property or perpetual usufruct, which do not require a consent of the General Meeting in accordance with § 9 Clause |  |
|                          | § 21                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| 1.                       | Representations on behalf of the Bank shall be made by:                                                                                                                                                                                                                                                                                                                                                                                   |  |
|                          | 1) the Chairman of the Management Board acting individually,                                                                                                                                                                                                                                                                                                                                                                              |  |
|                          | two members of the Management Board acting jointly, or one member of the Management Board acting jointly with a procurator,                                                                                                                                                                                                                                                                                                               |  |
|                          | 3) two procurators acting jointly                                                                                                                                                                                                                                                                                                                                                                                                         |  |

|    | By-la                   | ws to be adopted by the Management Board and approved by the Supervisory                                                                                                                                                                                                                                                                                          |  |  |  |
|----|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
|    | Board                   |                                                                                                                                                                                                                                                                                                                                                                   |  |  |  |
|    |                         | § 22                                                                                                                                                                                                                                                                                                                                                              |  |  |  |
| 1. | the so<br>shall<br>Mana | Resolutions of the Management Board shall be required for all matters that go beyond the scope of ordinary activities of the Bank. Resolutions of the Management Board shall be adopted by an absolute majority of votes present at the meeting of the Management Board. In case of a tie vote, the Chairman of the Management Board shall have the casting vote. |  |  |  |
| 2. | Speci                   | ifically, the Management Board shall adopt resolutions to:                                                                                                                                                                                                                                                                                                        |  |  |  |
|    | 1)                      | define the strategy of the Bank,                                                                                                                                                                                                                                                                                                                                  |  |  |  |
|    | 2)                      | set principles of the pricing policy,                                                                                                                                                                                                                                                                                                                             |  |  |  |
|    | 3)                      | define annual financial plans, including funds for own investments,                                                                                                                                                                                                                                                                                               |  |  |  |
|    | 4)                      | define hiring and compensation policies,                                                                                                                                                                                                                                                                                                                          |  |  |  |
|    | 5)                      | adopt organizational regulations and principles of division of authority,                                                                                                                                                                                                                                                                                         |  |  |  |
|    | 6)                      | set up and dissolve permanent committees of the Bank and define their competency,                                                                                                                                                                                                                                                                                 |  |  |  |
|    | 7)                      | adopt the By-laws of the Management Board,                                                                                                                                                                                                                                                                                                                        |  |  |  |
|    | 8)                      | adopts regulations concerning management of special funds created from net profits,                                                                                                                                                                                                                                                                               |  |  |  |
|    | 9)                      | set the dates of dividend payment within the deadlines set by the General Meeting,                                                                                                                                                                                                                                                                                |  |  |  |
|    | 10)                     | appoint procurators,                                                                                                                                                                                                                                                                                                                                              |  |  |  |
|    | 11)                     | define guidelines for new banking and financial operations and services,                                                                                                                                                                                                                                                                                          |  |  |  |

|    | 12)   | define principles of participation of the Bank in companies and other organizations, taking into account § 15 Clause 1.12.c,                                              |
|----|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | 13)   | define principles of internal audit and annual audit plans,                                                                                                               |
|    | 14)   | create, transform and dissolve organizational units of the Bank domestically and abroad                                                                                   |
|    |       | § 23                                                                                                                                                                      |
| 1. | The C | Chairman of the Management Board shall:                                                                                                                                   |
|    | 1)    | manage the work of the Management Board,                                                                                                                                  |
|    | 2)    | convene and chair meetings of the Management Board,                                                                                                                       |
|    | 3)    | present the position of the Management Board to the governing bodies of the Bank and in external relations,                                                               |
|    | 4)    | ensure implementation of the resolutions of the Management Board,                                                                                                         |
|    | 5)    | issue instructions and regulations,                                                                                                                                       |
|    | 6)    | define document signing principles of the Bank,                                                                                                                           |
|    | 7)    | present motions to the Supervisory Board for appointment and dismissing the Vice-Chairman First Deputy Chairman, Vice-Chairmen and other members of the Management Board, |
|    | 8)    | take decisions concerning staffing of the positions reserved for his or her competence.                                                                                   |
| 2. |       | ng absence of the Chairman of the Management Board his or her duties shall be led by the Vice-Chairman First Deputy Chairman.                                             |
|    |       | § 24                                                                                                                                                                      |
| 1. |       | conded member of the Supervisory Board shall execute employment contracts and agreements with members of the Management Board.                                            |

| 2.         | Other legal transactions between the Bank and members of the Management Board |                                                                                                                                                                                                                  |
|------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | shall                                                                         | be performed according to the same procedure                                                                                                                                                                     |
| <b>X</b> 7 | 0                                                                             | animation and intermal and tof the Doub                                                                                                                                                                          |
| V.         | Org                                                                           | anization and internal audit of the Bank                                                                                                                                                                         |
|            |                                                                               | § 25                                                                                                                                                                                                             |
| The        | organiz                                                                       | ation of the Bank shall be defined in the Organizational Regulations adopted by                                                                                                                                  |
| the N      | Manage                                                                        | ment Board and approved by the Supervisory Board                                                                                                                                                                 |
|            |                                                                               | § 26                                                                                                                                                                                                             |
|            | _                                                                             | nd objectives of the Bank shall be realized through the head office, branches and zational units                                                                                                                 |
|            |                                                                               | § 27                                                                                                                                                                                                             |
| 1.         | An i                                                                          | nternal audit system shall be established at the Bank                                                                                                                                                            |
| 2.         |                                                                               | scope of internal audit shall cover all activities of the Bank set out in this orate Charter                                                                                                                     |
| 3.         | prote                                                                         | purpose of internal audit is to secure the interests of the Bank and its clients, to ect its reputation and ensure operating efficiency of the Bank, including in cular:                                         |
|            | 1)                                                                            | verification whether the operations of the Bank are carried out within the acceptable risk limits, including potential future risks,                                                                             |
|            | 2)                                                                            | audit and assessment of the measures taken to achieve the strategic objectives of the Bank,                                                                                                                      |
|            | 3)                                                                            | identification of threats and indication of solutions to mitigate them, including assessment of reliability, completeness and validity of the financial and management information required for decision making, |
|            | 4)                                                                            | audit and assessment of the management methods                                                                                                                                                                   |

|     | 5)                                       | verification of compliance with generally applicable laws and internal regulations.                                                                                                                                                                                     |  |
|-----|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|     |                                          | § 28                                                                                                                                                                                                                                                                    |  |
| 1.  | defin<br>such                            | principles of internal audit shall be set by the Management Board including ition of organizational entities and units that are responsible for performance of audit and specification of the tasks of respective organizational entities and units regard to the audit |  |
| 2.  |                                          | method of performing the internal audit in organizational entities and units shall fined by the Chairman of the Management Board.                                                                                                                                       |  |
| VI. | Equi                                     | ty and funds of the Bank                                                                                                                                                                                                                                                |  |
|     |                                          | § 29                                                                                                                                                                                                                                                                    |  |
| 1.  | The equity of the Bank shall consist of: |                                                                                                                                                                                                                                                                         |  |
|     | 1)                                       | core capital,                                                                                                                                                                                                                                                           |  |
|     | 2)                                       | additional capital,                                                                                                                                                                                                                                                     |  |
|     | 3)                                       | balance-sheet items classified in accordance with the Banking Law as funds deductible from the equity of the Bank.                                                                                                                                                      |  |
| 2.  | The core capital shall consist of:       |                                                                                                                                                                                                                                                                         |  |
|     | 1)                                       | share capital,                                                                                                                                                                                                                                                          |  |
|     | 2)                                       | supplementary capital,                                                                                                                                                                                                                                                  |  |
|     | 3)                                       | reserve capital,                                                                                                                                                                                                                                                        |  |
|     | 4)                                       | general risk fund                                                                                                                                                                                                                                                       |  |

| 3. | Additional capital shall be created by virtue of resolutions of the General Meeting.      |
|----|-------------------------------------------------------------------------------------------|
|    | The classification of funds as additional capital shall be governed by the regulations of |
|    | the Banking Law                                                                           |
| 4. | The Bank may create special funds. Special funds shall be created and dissolved by        |
|    | virtue of resolutions of the General Meeting                                              |
| 5. | Detailed principles guiding the creation and use of the funds shall be defined in by-     |
|    | laws adopted by the Supervisory Board                                                     |
|    | § 30                                                                                      |
| 1. | The supplementary capital of the Bank shall be created from yearly write-offs from net    |
|    | profit to cover potential balance-sheet losses generated in connection with the activity  |
|    | of the Bank                                                                               |
| 2. | The amount of the supplementary capital shall also be influenced by: additional           |
|    | contributions made by the shareholders in exchange for special rights granted to their    |
|    | existing shares without increase of the share capital, excess amounts accumulated in      |
|    | distribution of shares at a value exceeding their nominal value and remaining after       |
|    | coverage of the share distribution costs                                                  |
| 3. | Decisions concerning utilization of the supplementary capital shall be taken by the       |
|    | General Meeting                                                                           |
|    | § 31                                                                                      |
| 1. | The reserve capital of the Bank shall be created independently of the supplementary       |
|    | capital from the annual write-offs from net profit in the amount specified in a           |
|    | resolution of the General Meeting                                                         |
| 2. | The reserve capital shall serve exclusively to cover potential balance-sheet losses.      |
|    | Decisions concerning utilization of the reserve capital shall be taken by the General     |
|    | Meeting                                                                                   |
| 3. | Detailed principles concerning utilization of the reserve capital shall be set out in the |
|    | relevant By-laws to be adopted by the Supervisory Board                                   |

| 1.     | The general risk fund shall be created from write-offs from net profit in the amount specified in a resolution of the General Meeting                                                                        |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.     | The general risk fund shall cover unidentified risks involved in the banking activity                                                                                                                        |
| VII.   | Financial Management of the Bank                                                                                                                                                                             |
|        | § 33                                                                                                                                                                                                         |
| 1.     | The financial management of the Bank shall be based on annual financial plans to be approved by the Supervisory Board. Detailed principles of financial management shall be defined by the Management Board. |
| 2.     | The financial year shall correspond to the calendar year                                                                                                                                                     |
|        | § 34                                                                                                                                                                                                         |
| The or | rganization and method of accounting shall be determined by the Management Board                                                                                                                             |
|        | § 35                                                                                                                                                                                                         |
| 1.     | Decisions concerning allocation of net profit of the Bank to:                                                                                                                                                |
|        | 1) supplementary capital,                                                                                                                                                                                    |
|        | 2) reserve capital,                                                                                                                                                                                          |
|        | 3) general risk fund,                                                                                                                                                                                        |
|        | 4) dividend,                                                                                                                                                                                                 |
|        | 5) special funds,                                                                                                                                                                                            |
|        | 6) other purposes,                                                                                                                                                                                           |
|        | shall be taken by the General Meeting with determination of the amount of write-offs for specific purposes.                                                                                                  |

| IX.  | Definitions                                                                                                                                                                                                                        |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|      | § 37                                                                                                                                                                                                                               |
| Eacl | reference in this Corporate Charter to:                                                                                                                                                                                            |
| 1)   | "affiliated entity" – means an affiliated entity within the meaning of the Ordinance of the Council of Ministers concerning current and periodic information provided by security issuers (Dz. U. No. 139, item 1569, as amended), |
| 2)   | "subsidiary" and "dominant entity" – means, respectively, a "subsidiary" and a "dominant entity" within the meaning of the Law on Public Trading,                                                                                  |
| 3)   | "controlled entity" – means a "controlled entity" within the meaning of the Accounting Act of 29 September, 19994 (i.e. Dz. U. of 2002, No. 76, item 694, as amended)                                                              |