Katarzyna Kordas
Court interpreter and certified translator of the English language
based in Poznań, Poland

CERTIFIED TRANSLATION FROM THE POLISH LANGUAGE

[The document to be translated comprises two sheets printed on both sides and stapled together. Where the pages meet, there is a round notarial seal of Anna Pospieszyńska, notary public in Poznań and an initial.]

[*stamped*] CERTIFIED COPY

Jacek Kaczorowski * Anna Pospieszyńska
Notarial Office
civil partnership
ul. Młyńska 2/4
61-729 Poznań
tel. 61 851-97-45
tel. 61 855-34-22
mobile 662-012-632
email: kancelaria@notariuszpoznan.com.pl
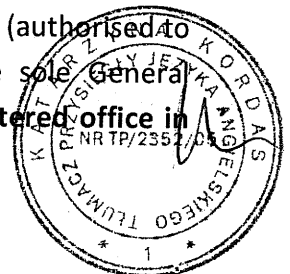
Repertory A no. *1541/2018*

NOTARIAL DEED

On twelfth day of February two thousand and eighteen (**12.02.2018**), before **Anna Pospieszyńska, notary public,** in her Notarial Office located in Poznań, at ul. Młyńska 2/4, there appeared:

> Mr <u>Wojciech</u> Marek Sztuba, son of   , holder of ID card series number   , valid by
> , PESEL: , residing in I   at
> . . .   -

The notary public ascertained the identity of the appearing person on the basis of the ID card presented, the number of which is given next to his name, and the appearing person represented that the data given in the document concerned have not changed to date.

The appearing person **Wojciech Sztuba** represents that for the purposes of this act in law, he acts for and on behalf of **TPA HR Spółka z ograniczoną odpowiedzialnością Spółka komandytowa with its registered office in Warsaw,** ul. Przyokopowa 33, postcode: 01-208 Warsaw, REGON: 141728086, NIP: 7010166711, entered into the Register of Entrepreneurs of the National Court Register under number **KRS: 0000322322,** as a Member (authorised to represent the partnership individually) of the Management Board of the sole General Partner, i.e. **TPA HR Spółka z ograniczoną odpowiedzialnością with its registered office in**

Warsaw, ul. Przyokopowa 33, postcode: 01-208 Warsaw, REGON: 141188218, NIP: 5252411188, entered into the Register of Entrepreneurs of the National Court Register under number **KRS: 0000292727**, which is shown in the printouts of information equivalent to the up-to-date excerpts from the Register of Entrepreneurs, downloaded under art. 4.4aa of the National Court Register Act dated 20 August 1997, and warrants that he has not been dismissed from his function to date and he acts within the limits of the authorisation and the Partnership and the Company he represents exist and no bankruptcy or restructuring proceedings have been announced with respect to them and they are not state legal persons.

Power of attorney

§ 1.

The appearing person **Wojciech Sztuba**, acting for the purposes of this act in law for and on behalf of **TPA HR Spółka z ograniczoną odpowiedzialnością Spółka komandytowa with its registered office in Warsaw** represents that the Partnership he represents grants to Dorota Trojanowska (the other data are not known to him):

a power of attorney to:

represent the Partnership for a non-fixed term, with respect to actions involving *inter alia*:

1) executing agreements with third party entities regarding employee search and HR advisory project managing,

2) executing agreements with third party entities regarding training and coaching,

3) executing agreements with third party providers of services and tools in the HR area,

4) managing recruitment, advisory and training projects, as part of the Partnership's services,

and also a power of attorney to represent the Partnership for a non-fixed term, in particular with respect to all acts in fact and acts in law related to the Partnership's activities.

In case of any doubts, the scope of this power of attorney should be interpreted broadly.

§ 2.

The appearing person represents that costs of this deed shall be borne by **TPA HR Spółka z ograniczoną odpowiedzialnością Spółka komandytowa with its registered office in Warsaw.**

§ 3.

The appearing person represents that certified copies of this deed shall be given to the appearing person, **TPA HR Spółka z ograniczoną odpowiedzialnością Spółka komandytowa with its registered office in Warsaw** and the attorney.

§ 4.

The notary public informed the appearing person that this power of attorney may be revoked at any time and this should be notified to this Notarial Office or otherwise further certified copies will be issued without a note on the revocation.

§ 5.

The notary public informed the appearing person of the obligation to pay stamp duty on the power of attorney under the Stamp Duty Act dated 16 November 2006.

§ 6.

Costs of this act are as follows:

a) notarial fee under § 8 of the Minister of Justice's regulation dated 28 June 2004 (consolidated text: Journal of Laws of 2018, item 272) of .... PLN 30.00

b) notarial fee under § 12 of the said regulation for 1 (one) certified copy of this deed of .... PLN 18.00

Subtotal: .... PLN 48.00

c) goods and services tax (VAT) under art. 41 of the Goods and Services Tax (VAT) Act dated 11 March 2004 (consolidated text: Journal of Laws of 2017, item 1221) of 22% of the notarial fee of .... PLN 11.04

Total: .... PLN 59.04

Fifty nine zlotys and four groszys.

Having been informed about the contents of art. 81 of the Notary Public Act, the appearing person warrants to the notary public that the notarial deed and circumstances of its signing are not in conflict with the principles of community life, that he accepts the provisions of the deed and fully understands the content, meaning and legal effects of this act and that the act complies with his will and does not lead to unfavourable disposition of the assets of the Partnership he represents and the scope of the power of attorney arises from trust in the attorney.
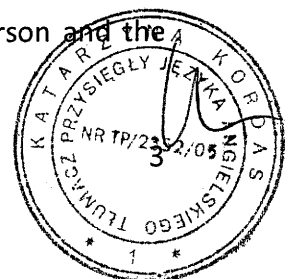
This deed was read, accepted and signed:

/ - / Wojciech Marek Sztuba

/ - / Anna Pospieszyńska, notary public

Repertory A number *1542/2018*

The original notarial deed bears hand-written signatures of the appearing person and the notary public.

This certified copy was given to: *the party.*

The notarial fee under § 12 of the said regulation was charged on the original notarial deed.

Poznań, twelfth February two thousand and eighteen (**12.02.2018**).

> [*hand-written signature*]
> *Anna Pospieszyńska*
> [*stamped*]
> Anna Pospieszyńska
> NOTARY PUBLIC

[*round notarial seal of Anna Pospieszyńska, notary public*]

Rep. no. 24/2018
I hereby certify that this is a true and fair translation of the original document in the Polish language.

Katarzyna Kordas

Poznań, 20 February 2018