Translation

of

the Stance of Trade Unions
of
Z.Ch. Police S.A.

Police, 23rd May 2012

Mr Mikołaj Budzanowski

The Minister of Treasury

Warsaw

Further to the tender offer made by the Russian Group Acron, for a majority stake in Zakłady Azotowe w Tarnowie-Mościcach S.A., Trade Unions operating at Z.Ch. Police S.A. put forward a motion to the Minister of Treasury not to allow to sell the shares. In our opinion, effecting such a transaction without discussions and consultations with the society has the features of a hostile take-over which cannot be permitted.

Signed by the Chairmen and Vice-Chairmen of five Trade Union Organizations from Z.Ch. Police S.A.

cc:

Mr Jerzy Marciniak, Chairman of the Board of Zakłady Azotowe w Tarnowie-Mościcach S.A.

Mr Krzysztof Jałosiński, Chairman of the Board of Z.Ch. Police S.A.