Responses to questions posed to the
Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. (the Company)
pursuant to art. 428, § 1 of the Polish Commercial Companies Code
during the Ordinary General Meeting on 17 April 2013

Question:
“(…) how many supervisory board positions are to be taken up in the new term, does the
management board believe that a supervisory board has been formed after the ballot held at
today’s general meeting, is it capable of adopting resolutions, and in the event of the
resignation or dismissal of current supervisory board members, will the supervisory board be
capable of adopting resolutions or will it be necessary to conduct a new ballot(…)”.

Response:
In accordance with § 35, sec. 1 of the Company’s articles of association (the “Articles of
Association”), the supervisory board comprises between five and nine members. Under § 36,
sec. 1, the Articles of Association also state that some supervisory board members are elected
by employees in accordance with art. 14 of the Act of 30 August 1996 on Commercialisation
and Privatisation (Polish Journal of Laws of 1996, no. 118, item 561 as amended). In
addition, pursuant to § 16, sec. 2, one supervisory board member is appointed and dismissed
by the State Treasury of Poland through a written declaration sent to the Company. As a
consequence, the general meeting cannot appoint more than five supervisory board members.
Five candidates for supervisory board members were put forward during the ordinary general
meeting on 17 April 2013. Pursuant to the appropriate resolutions of the general meeting,
these persons were subsequently appointed to the supervisory board, 9th term. On the same
day the Company received a declaration from the State Treasury of Poland on its appointment
of Ewa Lis to the supervisory board, 9th term. It should be accepted that the supervisory
board, 9th term was formed on appointment of its five members and will remain capable of
adopting resolutions, without the necessity to appoint new members, for as long as no fewer
than five persons remain members. Irrespective of the above, the supervisory board will be
supplemented through the addition of persons elected by employees. After the election of
employee representatives, the management board will call an extraordinary general meeting
for this purpose.