

**RESOLUTION No. 224/VII/2010
OF THE SUPERVISORY BOARD OF ZAKŁADY AZOTOWE
W TARNOWIE-MOŚCICACH S.A.
of 27 April 2010**

Subject: Supervisory Board report on statutory activities during the 2009 financial year.

Acting pursuant to § 33, sec. 1, point 21, in connection with § 51, point 26 of the company's articles of association, it is resolved as follows:

§ 1

The Supervisory Board accepts the "Report on the Operations of the Zakłady Azotowe w Tarnowie-Mościcach S.A. Supervisory Board for the period 1 January 2009 to 31 December 2009" in the wording as attached to this resolution.

§ 2

The Supervisory Board requests that the General Meeting review the submitted Board report.

§ 3

The resolution enters into force on adoption.

The resolution has been adopted in open voting in the presence of 8 Supervisory Board members.

Votes for the resolution: 8

Abstentions: 0

Votes against the resolution: 0

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Marzena Piszczek
/Chairperson of the Supervisory Board/

[signature]

Jan Wais
/Secretary of the Supervisory Board/

[signature]

Ewa Lis

[signature]

Armin Teske

[signature]

Małgorzata Rzążewska
/Vice-Chairperson of the Supervisory Board/

[signature]

Joanna Kiełkiewicz

[signature]

Dariusz Maciejuk

[signature]

Katarzyna Wałęga

REPORT
on the operations of the Supervisory Board of Zakłady Azotowe w Tarnowie-Mościcach S.A.
for the period from 1 January to 31 December 2009

1.

2009 was the third year of the Supervisory Board's 7th term.

2.

As at 1 January 2009, the composition of the Supervisory Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. was as follows:

1. Marzena Piszczek – Chairperson
2. Małgorzata Rządewska – Vice-Chairperson
3. Jan Wais – Secretary (board member elected by company employees)
4. Joanna Kielkiewicz
5. Ewa Lis
6. Dariusz Maciejuk
7. Krzysztof Pieńkowski (board member elected by company employees)
8. Armin Teske
9. Katarzyna Wałęga (board member elected by company employees)

On 11 February 2010 Krzysztof Pieńkowski resigned from the board.

In connection with the above, as at the date of drafting this report, Supervisory Board composition was as follows:

1. Marzena Piszczek – Chairperson
2. Małgorzata Rządewska – Vice-Chairperson
3. Jan Wais – Secretary
4. Joanna Kielkiewicz – Member
5. Ewa Lis – Member
6. Dariusz Maciejuk – Member
7. Armin Teske – Member
8. Katarzyna Wałęga – Member

3.

During the 2009 financial year there were 10 meetings of the Supervisory Board of Zakłady Azotowe w Tarnowie-Mościcach S.A., at which 73 resolutions were adopted.

4.

12 instances of Supervisory Board member absences from board meetings were recorded. These were justified by the board.

5.

Within its operations, the Supervisory Board focused on analysis of issues which have a pivotal impact on the company's economic and financial situation, in particular:

- systematic implementation of the business plan for 2009 with regard to quantitative and financial aspects,
- primary economic ratios (credit rating and credit structure, financial liquidity and management efficiency, asset turnover, profitability, debt),
- the structure and level of receivables and payables,
- the structure and level of raw material, semi-finished product and product inventories,

- assessment of investing activities,
- the market situation relating to purchase of raw materials and sale of products,
- the profitability of specific product ranges,
- the economic and financial situation of ZA Tarnów S.A. subsidiaries,
- impact of the increase in wages on the company's financial condition,
- implementation of the restructuring programme within ZA Tarnów S.A.

In ensuring continuous supervision and inspection of the company's operations, the Supervisory Board used the following documents in 2009:

- financial statements - monthly, quarterly and semi-annual,
- the company's business plan for 2009,
- the company's strategy 2007-2015,
- Management Board reports on the implementation of business and financial plans,
- Management Board studies on topics commissioned by the Supervisory Board,
- source materials concerning the issues analysed,
- Management Board information presented during Supervisory Board meetings,
- economic, technical, environmental and legal expert opinions commissioned in connection with privatisation and acquisition of a foreign polyamide manufacturer.

and also:

- monthly information concerning the operations of subsidiaries,
- Management Board information concerning the implementation of company objectives contained in the Prospectus.

6.

During the financial year, the Supervisory Board made one change in the composition of the Management Board, dismissing Monika Hap (resolution no. 138/VII/2009 of 26 March 2009) and appointing Andrzej Skolmowski, who was appointed as Vice-President of the Management Board.

7.

Presentation of resolutions adopted by the Supervisory Board in 2009:

Resolution no., minutes no. and/or adoption date	Date of adoption	Subject
126/VII/2009 (minutes no. 20/VII of 15 January 2009)	15 January 2009	Justification for the absence of Marzena Piszczek.
127/VII/2009 (minutes no. 20/VII of 15 January 2009)	15 January 2009	Justification for the absence of Dariusz Maciejuk.
128/VII/2009 (minutes no. 20/VII of 15 January 2009)	15 January 2009	Grant of consent for the purchase of PP&E under implementation of investment task "construction of a new gas-gas exchanger (E-9) at the dual-pressure nitrogen acid facility".
129/VII/2009 (minutes no. 20/VII of 15 January 2009)	15 January 2009	Appointment of President of the Company's Management Board Jerzy Marciniak to the supervisory board of Zakłady Chemiczne "Organika-Sarzyna" S.A.
130/VII/2009 (minutes no. 20/VII of 15 January 2009)	15 January 2009	Appointment of President of the Company's Management Board Jerzy Marciniak to the management board of Polskie Konsorcjum Chemiczne Sp. z o.o.
131/VII/2009 (minutes no. 20/VII of 15 January 2009)	20 February 2009	Approval of the terms and conditions for sale of shares in

Resolution no., minutes no. and/or adoption date	Date of adoption	Subject
21/VII of 20 February 2009 and 4 March 2009)		OKNOTAR Sp. z o.o., having its registered office in Tarnów.
132/VII/2009 (minutes no. 21/VII of 20 February 2009 and 4 March 2009)	20 February 2009	Grant of consent for collateral to be provided for repayment of subsidies for training under the EFS for implementation of the project "Improving the Adaptability and Competitiveness of ZAT S.A. through the Expansion of HR Potential" through the issue of an in-blanco promissory note.
133/VII/2009 (minutes no. 21/VII of 20 February 2009 and 4 March 2009)	4 March 2009	Annual business and financial plan for 2009.
134/VII/2009 (minutes no. 21/VII of 20 February 2009 and 4 March 2009)	4 March 2009	Company Management Board motion regarding the disposal of PP&E, together with increase in share capital and amendment to the founding deed of Jednostka Ratownictwa Chemicznego Sp. z o.o., having its registered office in Tarnów.
135/VII/2009 (minutes no. 21/VII of 20 February 2009 and 4 March 2009)	4 March 2009	Approval of investment task "adaptation of the electricity billing and metering system at Azoty Tarnów to the legal requirements of the electricity market" and grant of consent for the acquisition of PP&E under implementation of the above investment task.
136/VII/2009 (minutes no. 21/VII of 20 February 2009 and 4 March 2009)	4 March 2009	Appointment of the Audit Committee.
137/VII/2009 (minutes no. 21/VII of 20 February 2009 and 4 March 2009)	4 March 2009	Delegation of Supervisory Board representatives to conduct initial activities connected with selection of a statutory auditor to review and audit the semi-annual and annual financial statements of Azoty Tarnów and the consolidated annual financial statements of the Azoty Tarnów Group for the period 2009-2011.
138/VII/2009 (minutes no. 22/VII of 26 March 2009)	26 March 2009	Disposal of a Member of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. [Monika Hap]
139/VII/2009 (minutes no. 22/VII of 26 March 2009)	26 March 2009	Appointment of the Vice-President of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A.
140/VII/2009 (minutes no. 22/VII of 26 March 2009)	26 March 2009	Delegation of Chairperson of the Supervisory Board Marzena Piszczek to execute an employment contract and competition prohibition with the Vice-President of the Company's Management Board.
141/VII/2009 (electronic voting on 31 March 2009)	31 March 2009	Selection of a statutory auditor to review and audit the financial statements of the Company and Zakłady Azotowe w Tarnowie-Mościcach S.A. Group for the period 2009-2011.
142/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Assessment of the separate financial statements of Zakłady Azotowe w Tarnowie-Mościcach S.A. for the 2008 financial year.
143/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Assessment of the Management Board report on the Company's operations in 2008.
144/VII/2009 (minutes no.	21 May 2009	Grant of a vote of approval to President of the Management

Resolution no., minutes no. and/or adoption date	Date of adoption	Subject
24/VII of 21 May 2009)		Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Jarosław Wita for performance of his statutory duties during the period from 1 January to 15 February 2008.
145/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to Member of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Irena Baranek for performance of her statutory duties during the period from 1 January to 15 February 2008.
146/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to a Member of the Supervisory Board, delegated to the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. [Jan Wais] for performance of his statutory duties during the period from 15 February to 14 March 2008.
147/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to Vice-President of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Witold Szczypiński for performance of his statutory duties during the period from 1 January to 31 December 2008.
148/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to President of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Jerzy Marciniak for performance of his statutory duties during the period from 14 March to 31 December 2008.
149/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to Member of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Monika Hap for performance of his statutory duties during the period from 14 March 2008 to 31 December 2008.
150/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to Member of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Witold Golemo for performance of his statutory duties during the period from 14 March to 15 July 2008.
151/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of a vote of approval to Member of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Franciszek Bernat for performance of his statutory duties during the period from 27 June to 31 December 2008.
152/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Company Management Board's motion on coverage of losses brought forward.
153/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Company Management Board's motion on distribution of net profit for 2008.
154/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Supervisory Board report on assessment of the Zakłady Azotowe w Tarnowie-Mościcach S.A. financial statements for the period from 1 January to 31 December 2008 and the Management Board report on the company's operations in 2008.
155/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Supervisory Board report on statutory operations in 2008.
156/VII/2009 (minutes no.	21 May 2009	Supervisory Board report for the Ordinary General Meeting for

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24/VII of 21 May 2009)		2008, drafted in accordance with § 33, sec. 1, points 20 and 22 of the company's articles of association.
157/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Assessment of the consolidated financial statements of the Zakłady Azotowe w Tarnowie-Mościcach S.A. Group for the 2008 financial year.
158/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Assessment of the Management Report on the operations of the Zakłady Azotowe w Tarnowie-Mościcach S.A. Group for 2008.
159/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Supervisory Board report on assessment of the consolidated financial statements of the Zakłady Azotowe w Tarnowie-Mościcach S.A. Group for the period from 1 January to 31 December 2008 and the report on Group operations for 2008.
160/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Adoption of the Audit Committee regulations.
161/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Selection of a Chairperson of the Audit Committee.
162/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Provision of an opinion on the Management Board's motion to the General Meeting of Shareholders concerning amendment to the Articles of Association of Zakłady Azotowe w Tarnowie-Mościcach S.A.
163/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Provision of an opinion on the Management Board's motion to the General Meeting concerning amendment to the "Regulations for the General Meeting of Zakłady Azotowe w Tarnowie-Mościcach S.A.
164/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Provision of an opinion on the Management Board's motion to the General Meeting concerning the sale of non-essential real estate.
165/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Grant of consent for the sale of non-essential real estate of value exceeding PLN 200 000.
166/VII/2009 (minutes no. 24/VII of 21 May 2009)	21 May 2009	Provision of an opinion on the "Principles for Sponsorship within the Azoty Tarnów Group".
167/VII/2009 (minutes no. 25/VII of 26 June 2009)	26 June 2009	Annual bonus for Vice-President of the Management Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. Witold Szczypiński.
168/VII/2009 (minutes no. 25/VII of 26 June 2009)	26 June 2009	Appointment of Vice-President of the Company's Management Board Andrzej Skolmowski to the supervisory board of PTK "Koltar" Sp. z o.o.
169/VII/2009 (electronic voting on 22 July 2009)	22 July 2009	Grant of consent for the execution of an annex to a working capital loan agreement with PKO BP S.A.
170/VII/2009 (minutes no. 25/VII of 7 September 2009)	7 September 2009	Adoption of a consolidated text of the company's articles of association.
171/VII/2009 (minutes no. 26/VII of 7 September	7 September 2009	Provision of an opinion on the Management Board's motion to the General Meeting on consent for grant by the company of a

Resolution no., minutes no. and/or adoption date	Date of adoption	Subject
2009)		licence consisting of the free-of-charge provision of the "Cyclopol Bis" process to Gujarat State Fertilisers & Chemicals Limited (GSFC), headquartered in India.
172/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Provision of an opinion on the Management Board's motion to the General Meeting on consent for the acquisition of fixed asset elements under implementation of investment project "Modernisation of transformer stations at Zakłady Azotowe w Tarnowie-Mościcach S.A."
173/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Approval of the investment task "Installation for collection of ash from EC-II boilers" and provision of an opinion on the Management Board's motion to the General Meeting on consent for the acquisition of PP&E under the above investment task.
174/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Provision of an opinion on the Management Board's motion to the General Meeting for consent for the acquisition of a 100% stake in ZBACH Sp. z o.o.
175/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Management Board motion on consent for amendments to the founding deed of Jednostka Ratownictwa Chemicznego Sp. z o.o.
176/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Amendment of point 8 of the "Report on the Operations of the Supervisory Board of Zakłady Azotowe w Tarnowie-Mościcach S.A. for the Period from 1 January to 31 December 2008".
177/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Delegation of the Chairperson of the Supervisory Board to execute non-compete agreements with members of the Management Board effective after the termination of employment relationships.
178/VII/2009 (minutes no. 26/VII of 7 September 2009)	7 September 2009	Grant of consent for the execution of an annex to the PLN 15 million multi-purpose credit agreement with PKO Bank Polski S.A.
179/VII/2009 (minutes no. 27/VII of 28 October 2009)	28 October 2009	Approval of the terms for sale of a 100% stake in Tarnowskie Przedsiębiorstwo Produkcyjno-Usługowe "WIEZAT" Sp. z o.o.
180/VII/2009 (minutes no. 27/VII of 28 October 2009)	28 October 2009	Grant of consent for the execution of annexes to a revolving facility agreement and a debt limit agreement with Raiffeisen Bank Polska S.A.
181/VII/2009 (minutes no. 27/VII of 28 October 2009)	28 October 2009	Grant of consent for the execution of an annex to the revolving credit agreement with PKO Bank Polski S.A.
182/VII/2009 (minutes no. 27/VII of 28 October 2009)	28 October 2009	Revocation of Supervisory Board resolution no. 26/VII/2007 of 27 November 2007.
183/VII/2009 (minutes no. 27/VII of 28 October 2009)	27 November 2009	Specification of the means of exercising the right to vote under shares at the Extraordinary General Meeting of Shareholders of Jednostka Ratownictwa Chemicznego Sp. z o.o. in Tarnów.
184/VII/2009 (minutes no. 28/VII of 27 November 2009)	27 November 2009	Specification of the means of exercising the right to vote under shares at the Extraordinary General Meeting of Shareholders of ZWRI Sp. z o.o. in Tarnów

Resolution no., minutes no. and/or adoption date	Date of adoption	Subject
185/VII/2009 (minutes no. 28/VII of 27 November 2009)	27 November 2009	Grant of consent for issue of an in-blanc promissory note as collateral for refund of training subsidies from EFS for the implementation of project "English? No Problem! Improving the Competitiveness of Azoty Tarnów through the Development of Staff Language Skills".
186/VII/2009 (minutes no. 28/VII of 27 November 2009)	27 November 2009	Provision of an opinion on the Management Board's motion to the General Meeting relating to consent for the acquisition of a 100% stake in Unylon Polymers GmbH, headquartered in Guben (Germany).
187/VII/2009 (minutes no. 28/VII of 27 November 2009)	27 November 2009	Grant of consent for the execution of: 1) credit agreement with Raiffeisen Bank Polska S.A.; 2) loan granted by Azoty Tarnów to Unylon Polymers GmbH, headquartered in Guben (Germany).
188/VII/2009 (electronic voting on 30 November 2009)	30 November 2009	Approval of the terms for disposal of a 100% stake in Tarnowskie Przedsiębiorstwo Produkcyjno-Usługowe "WIEZAT" Sp. z o.o.
189/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Execution of an annex to the employment contract with President of the Management Board Jerzy Marciniak.
190/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Execution of an annex to the employment contract with Vice-President of the Management Board Andrzej Skolmowski.
191/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Execution of an annex to the employment contract with Vice-President of the Management Board Witold Szczypiński.
192/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Execution of an annex to the employment contract with Member of the Management Board Franciszek Bernat.
193/VII/2009 (minutes no. 20/VII of 15 January 2009)	17 December 2009	Award of an additional bonus in the form of a long-service award to Vice-President of the Management Board Witold Szczypiński.
194/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Motion to the General Meeting on award of an additional bonus in the form of a long-service award to President of the Management Board Jerzy Marciniak.
195/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Appointment of Vice-President of the Management Board Andrzej Skolmowski to the supervisory board of Unylon Polymers GmbH.
196/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Appointment of Vice-President of the Management Board Witold Szczypiński to the supervisory board of Unylon Polymers GmbH.
197/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Exercise of the right to vote at the general meeting of Unylon Polymers GmbH.
198/VII/2009 (minutes no. 29/VII of 17 December 2009)	17 December 2009	Grant of consent to the incurrance of a conditional liability in the form of an in-blanc promissory note, constituting excise

Resolution no., minutes no. and/or adoption date	Date of adoption	Subject
2009)		collateral for the Director of the Customs Chamber in Krakow.

8.

The Supervisory Board implemented resolutions of the General Meeting.

The board implemented resolutions no. 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 12 of the Extraordinary General Meeting of Shareholders of 31 October 2001, requiring the Supervisory Board to supervise the processes of privatising subsidiaries. As of 1 October 2007, pursuant to Management Board resolution no. 366/VI/2007, the operations of the Committee for the Privatisation of Subsidiaries were recommenced. Through resolution no. 26/VII/2007 of 27 November 2007, the Supervisory Board authorised board member Katarzyna Wałęga to individually supervise the privatisation of subsidiaries within the Committee for the Privatisation of Subsidiaries operating at the company. At the Supervisory Board meeting on 30 April 2009, Katarzyna Wałęga presented a report from the period from 1 June 2008 to 30 April 2009. On 14 August 2009, with regard to her acceptance of a management position in fertiliser trading, involving a wide range of duties and the necessity to make frequent business trips, Katarzyna Wałęga resigned from the Committee for the Privatisation of Subsidiaries. The Supervisory Board accepted this resignation through resolution no. 182/VII/2009 of 28 October 2009, at the same time recognising that such supervision would be provided by the Supervisory Board within its constant supervision of the company's operations in all areas, in accordance with art. 382, § 4 of the Polish Commercial Companies Code and § 32 of the company's articles of association. The Supervisory Board also implemented resolution no. 3 of the Extraordinary General Meeting of 25 April 2006, requiring the board to systematically monitor implementation of the investment task "intensification of mechanical fertiliser granulation 1200 t/d" and to provide written information on the task at each request of the General Meeting. The last report of 6 October 2009 contained information on this installation's complete commissioning as at 15 September 2009.

9.

The Supervisory Board was consistent in its monitoring of the average monthly salary level within the Company. In 2009 the average monthly salary without annual bonus for the 2008 financial result was PLN 3 313.59 and increased by PLN 341.21 (11.48%) in relation to 2008. In 2009 there was an increase in overtime for work in continual shifts up to PLN 370/month and for double-shift work up to PLN 160/month. Taking into account the PLN 6.4 million in annual bonuses paid out and the PLN 730 000 incentive bonus for quarterly results, average monthly salaries within the Company for 2009 in relation to 2008 demonstrated a PLN 386.09 increase to PLN 3 582.83. Thus the increase for wages and salaries within the Company amounted to 12.08%. The principles for wages, salaries and employee bonuses are governed by the collective labour agreement.

10.

In connection with HR restructuring, a dual-phase voluntary redundancy scheme was implemented at the Company, agreed between management and trade unions, resulting in a decrease in employment of 193 personnel.

11.

Through resolution no. 141/VII/2009 of 31 March 2009, the Supervisory Board selected Deloitte Audyt Sp. z o.o. to review and audit the financial statements of the Company and the Zakłady Azotowe w Tarnowie-Mościcach S.A. Group over the period 2009 to 2011.

12.

The Supervisory Board assesses cooperation between the Supervisory Board and 7th term Management Board during the analysed period as good. This assessment concerns cooperation in joint relations resulting from the Company's articles of association and the Polish Commercial Companies Code, i.e.:

- timely provision of documents connected with topics discussed at Supervisory Board meetings,
- implementation of Supervisory Board recommendations,
- provision of information on on-going technical and economic problems concerning Company operations.

Signatures of members of the Supervisory Board of Zakłady Azotowe w Tarnowie-Mościcach S.A.

[signature]

Marzena Piszczek
/Chairperson of the Supervisory Board/

[signature]

Małgorzata Rzążewska
/Vice-Chairperson of the Supervisory Board/

[signature]

Jan Wais
/Secretary of the Supervisory Board/

[signature]

Joanna Kiełkiewicz

[signature]

Ewa Lis

[signature]

Dariusz Maciejuk

[signature]

Armin Teske

[signature]

Katarzyna Wałęga