



CERTIFICATE

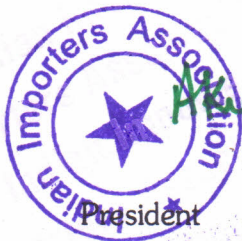
This is to certify that

MR. JAROSLAW LUBOWIECKI

is appointed as VICE PRESIDENT for

POLAND Operations for the period

from 11.11.2014 to 10.11.2017



Akuma

Tkum
Vice President

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