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Sąd Rejonowy dla Łódź - Śródmieścia w Łodzi, XX Wydział KRS, Numer KRS 0000091823

CHANGE OF GENERAL MANAGEMENT

Dear Sir / Madam

TBP Interprojekt Sp. z o. o. is pleased to announce the following management changes.

After 18 years in the position as the General Manager & President of Board and successfully leading the company business, **Mr. Paweł Mosieński** has laid back his position and hands over the lead of TBP Interprojekt to his successor to ensure the continuous business development for the next generation.

Mr. Łukasz Olejniczak is appointed as the new General Manager & President of Board of TBP Interprojekt Sp. z. o.o, beginning with February 2019.

TBP Interprojekt, part of TBP Group, has been active as a reliable engineering partner on worldwide industry projects since 29 years and with this smooth handover, will continue as such in the 3rd generation of General Management.

Mr. Olejniczak joined TBP Interprojekt 16 years ago. He gained experience as engineer and project leader of many successful projects and took over the position of the head of process and mechanical department 12 years ago. For the last 5 years he was responsible for the whole engineering process in TBP Interprojekt as the Engineering Director, managing the interface & cooperation with TBP Group in Austria as well.

At the same time to this change, senior President of Board, Mr. Paweł Mosieński, will continue his work for TBP Interprojekt as the Head of the Selling Team and leader of the Development Team, to bring in his long-time experience and skills.

The whole TBP Interprojekt team and the shareholders of TBP Group are grateful for the past years, looking back to a continuous evolution of the company business on the one hand and looking forward to a successful prolongation of our cooperation in future.

Mr. Pawel Mosienski would like to take the opportunity to express his particular thanks for many years of good cooperation with your company, too.

TBP Interprojekt will continue its business with focus on engineering and consulting services in the branches of Pulp & Paper-, Wood-Processing-, Energy-, Starch- and related industries. As integral part of TBP Group we are able to offer you a wide range of know-how and the capability of flexible handling of small rebuilds as well as multi-million investment projects as your general planner.

The development of new departments will allow to utilize the engineering experience gained in decades and strengthen the cooperation within the TBP Group on global projects as well.

This is directly supporting the main strategic goals of constant skills, abilities and expertise development, affecting quality of our engineering service, improving reliability and obtaining our customers trust.

TBP Interprojekt management team (Lukasz Olejniczak and Thomas Wimmer) and engineering staff will make every effort to ensure proper services to our customers, allowing to meet the expectances and requirements needed.

We look forward to maintaining the good relationship we have with our customers and to continuing to provide the prompt service, quality and competitive prices to you.

Yours faithfully,

Lukasz Olejniczak — Paweł Mosieński

General Manager & President of Board — Senior President of Board

TBP Interprojekt Sp. z. o. o.

www.tbpip.pl

www.tbp-group.com

Łódź, February 2019