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CONSOLIDATED TEXT OF THE STATUTE OF THE AUXILIATOR CIVIL LIBERTIES FOUNDATION

Adopted by Resolution No. 1/07/2026 amending the Statute on July 4, 2026

CHAPTER I. GENERAL PROVISIONS

§ 1

1. The Foundation under the name Auxiliator Civil Liberties Foundation (Fundacja Swobód Obywatelskich Auxiliator), hereinafter referred to as the "Foundation", established by Paweł Krzyżanowski, hereinafter referred to as the "Founder", by a notarial deed drawn up by notary Magdalena Karczewska-Woźnica at the Notary Office Jolanta Monika Niedziela, Magdalena Karczewska-Woźnica Notaries Civil Law Partnership in Warsaw, ul. Emilii Plater 20 apt. 8, 00-688 Warsaw, on February 28, 2024, operates under the provisions of the Act of April 6, 1984 on Foundations (Journal of Laws of 2023, item 166) and this Statute.

2. The Foundation is non-political and non-denominational.

§ 2

1. The seat of the Foundation is the city of Warsaw.

2. The duration of the Foundation is indefinite.

3. The area of operation of the Foundation is the entire territory of the Republic of Poland; however, to the extent necessary for the proper implementation of its goals, the Foundation may also conduct activities outside the borders of the Republic of Poland.

§ 3

1. The Foundation has legal personality.

2. Supervision over the Foundation is exercised by the Minister responsible for Justice and the staroste competent for the Foundation's seat, i.e. the President of the Capital City of Warsaw.

§ 4

The Foundation may establish certificates, badges, and award them together with other prizes and distinctions to natural and legal persons who rendered merit to the Foundation or contributed to the realization of its goals.

§ 5

The Foundation may use the abbreviated names "Fundacja Auxiliator" and "FSO Auxiliator". The name, logo, and abbreviation of the Foundation enjoy legal protection.

CHAPTER II. OBJECTIVES AND PRINCIPLES OF OPERATION OF THE FOUNDATION

§ 6

The objectives of the Foundation are:

1. realization of the principles of a democratic state ruled by law;

2. education in the field of law, including labor rights;

3. improving the quality of law;

4. improving the legal awareness of society;

5. promoting and organizing the idea of volunteering;

6. promoting human rights and civil liberties;

7. disseminating knowledge about employee rights, trade unions, works councils, and other organizations acting for employee rights;

8. promoting minority rights;

9. countering discrimination;

10. promotion of employment and professional activation of unemployed persons and persons at risk of job loss;

11. integration of foreigners;

12. development of technology, inventiveness, and innovation, as well as dissemination and implementation of new technical solutions in economic practice;

13. economic development, including the development of entrepreneurship;

14. European integration and developing contacts and cooperation between societies;

15. promotion of the Republic of Poland abroad.

§ 7

1. The Foundation pursues its statutory goals through:

a. promoting democratic principles at home and abroad,

b. promoting the development of legal education,

c. conducting publishing activities, including in the field of statutory objectives,

d. conducting research,

e. conducting development and implementation work,

f. running internet portals,

g. conducting training sessions,

h. organizing and participating in conferences, workshops, lectures, and symposia,

i. preparing opinions and submissions regarding the Foundation's activities,

j. cooperation with state authorities and non-governmental organizations in the scope listed in the Foundation's goals,

k. operating free counseling centers, i.e., stationary or online points providing free legal, civic, and employment advice for people in difficult life situations, minorities, and employees,

l. research and development work on "LegalTech" tools and automation, i.e., creating free, publicly available web-based tools on the Foundation's portal, e.g., severance pay calculators, court pleading generators (e.g., lawsuits for unpaid wages), or contract templates,

m. watchdog programs and legal monitoring, i.e., actively monitoring legislative processes, preparing reports on human rights compliance, and issuing legal opinions on the quality of law in Poland and the European Union,

n. assisting unemployed persons or those at risk of dismissal in preparing CVs, providing labor market information, and matching them with responsible employers,

o. creating a volunteer-based program in which trained volunteers become "assistants" to foreigners, helping them with official matters, adaptation in a new place, and learning the language,

p. organizing free Polish and English language lessons combined with education on labor rights in Poland to protect migrants from exploitation,

q. establishing social business incubators and providing free mentoring and legal support for individuals launching first businesses or implementing technical innovations in practice,

r. organizing hackathons/project marathons by inviting programmers, lawyers, graphic designers, and activists to jointly create open-source software solving social problems – e.g., applications facilitating reporting workplace discrimination,

s. securing funds to organize free trips and workshops connecting activists from different European countries,

t. running internet portals and publishing activities in foreign languages aimed at promoting the Polish contribution to the development of technology, economy, and law,

u. securing larger funds and supporting smaller organizations or informal groups pursuing goals aligned with the Foundation's objectives through micro-grants.

2. The statutory activity of the Foundation is non-profit.

§ 8

1. To achieve its goals, the Foundation may support the activities of other persons and institutions aligned with its objectives.

2. The Foundation may belong to other national and international organizations with aligned objectives, provided that this does not violate obligations under international treaties to which the Republic of Poland is a party.

3. The decision to join or withdraw from the organizations referred to in para. 2 is taken by the Management Board of the Foundation.

§ 9

1. The Foundation may establish organizational and field units.

2. To coordinate the work of an organizational or field unit, the Management Board may appoint a manager or director responsible for representing and managing the affairs of that unit.

3. The appointment and recall of the manager or director of a field unit, as well as the specification of duties and scope of power of attorney for this position, takes place by resolution of the Management Board.

CHAPTER III. PROPERTY AND INCOME OF THE FOUNDATION

§ 10

The property of the Foundation consists of its founding fund and financial resources, movable property, and real estate acquired by the Foundation during its operations.

§ 11

1. The Foundation does not grant loans or secure obligations with its property for members of the Foundation's bodies, employees, or persons with whom members of the bodies and employees are married, cohabiting, or related by blood or affinity in a direct line, or in a collateral line up to the second degree, or connected by adoption, custody, or guardianship, hereinafter referred to as "close persons".

2. The Foundation does not transfer its assets to members of the Foundation's bodies, employees, or their close persons on terms other than in relation to third parties, in particular if such transfer occurs free of charge or on preferential terms.

§ 12

1. Income derived from grants, subsidies, donations, inheritances, and bequests may be used to realize the Foundation's objectives only with due respect to the wishes of the donors or testators.

2. In matters concerning the acceptance of donations and inheritances, statements required by law shall be submitted by the Management Board of the Foundation.

3. If the Foundation is called to inherit, its Management Board shall submit a declaration of acceptance of inheritance with the benefit of inventory.

§ 13

1. The revenues of the Foundation originate from:

a. donations, inheritances, and bequests,
b. grants and subsidies from legal entities,
c. public collections within the meaning of the Act on the principles of conducting public collections,
d. the Foundation's assets,
e. interest and bank deposits.

2. All revenues obtained by the Foundation are devoted exclusively to statutory activities.

CHAPTER IV. GOVERNING BODIES OF THE FOUNDATION

§ 14

The bodies of the Foundation are:

1) The Management Board of the Foundation, hereinafter referred to as the "Management Board",
2) The Audit Commission,
3) The Foundation Council,
4) The Founder.

Management Board of the Foundation

§ 15

1. The Management Board manages the operations of the Foundation and represents it externally.

2. The duties of the Management Board include in particular:

1) managing the day-to-day operations of the Foundation;
2) implementing the statutory objectives of the Foundation;
3) adopting annual action plans and financial plans for the Foundation;
4) adopting internal regulations;
5) managing the assets of the Foundation;
6) determining the employment size and total remuneration funds for Foundation staff;
7) accepting donations, inheritances, bequests, subsidies, and grants.

3. The Management Board may appoint attorneys-in-fact to direct specific areas of matters within the duties of the Management Board.

4. By the end of each calendar year, the Management Board is obliged to publish on the Foundation's website a report on the annual activities of the Foundation for the preceding year.

§ 16

1. The Management Board is appointed and recalled by the Founder.

2. The Management Board consists of at least one person and may be expanded by the Founder to no more than five persons, including the President of the Management Board.

3. In the event of a reduction in the number of members of a multi-member management board, in particular as a result of resignation, the remaining members are authorized to act individually. In particular, they are authorized to independently make changes in the National Court Register (KRS) and carry out legal duties resulting from generally applicable legal provisions until new board member(s) are elected.

4. Membership in the Management Board ceases in the event of written resignation, death, final conviction for an intentional crime or intentional fiscal offense, non-performance or improper performance of duties, or other reasons affecting the proper functioning of the Foundation.

5. The President of the Management Board is appointed by the Founder after obtaining the opinion of

the Foundation Council, if established.

6. Members of the Management Board are entitled to reimbursement of documented expenses associated with participating in the Board's work and representing the Foundation, including travel expenses.

§ 17

1. The Management Board takes decisions at meetings in the form of resolutions. In the case of a multi-member board, the board's internal regulations shall determine the rules for passing resolutions.

2. Meetings of the Management Board shall take place at least twice a year. Meetings are convened by the President of the Management Board on their own initiative or at the request of at least two members of the Board.

3. The President of the Management Board notifies members of the Management Board of the meeting.

§ 18

1. In the case of a single-member Management Board, declarations of intent on behalf of the Foundation are submitted by the President of the Management Board.

2. In the case of a multi-member Management Board, declarations of intent on behalf of the Foundation in matters exceeding ordinary management are submitted jointly by two members of the Management Board, including the President of the Management Board.

3. In matters concerning labor law, employment of staff, and matters not involving financial liabilities exceeding PLN 25,000 (twenty-five thousand złotys), declarations of intent on behalf of the Foundation may be submitted individually by the President of the Management Board.

Foundation Council

§ 19

1. The Founder may establish a Foundation Council.

2. The Foundation Council may consist of at least 1 member, but no more than 5 members.

3. The mandate of a Council Member expires upon resignation, death, or recall by the Founder.

4. Council Members perform their duties honorarily (without remuneration).

5. The Foundation Council is an advisory body whose duties include in particular:

1) promoting the statutory goals of the Foundation;
2) expressing opinions on matters presented by the Management Board or on its own initiative;
3) participating in campaigns, events, and initiatives organized by or with the participation of the Foundation.

6. Meetings of the Foundation Council may also be held using direct means of distance communication.

7. The Foundation Council may adopt resolutions by written ballot (circular mode) by a simple majority of votes.

8. The operating mode of the Foundation Council may be specified in internal Regulations adopted by the Council and approved by the Founder.

Audit Commission

§ 20

1. The Founder may establish an Audit Commission as a supervisory body of the Foundation. The Audit Commission consists of at least three members.

2. Members of the Audit Commission are appointed and recalled by the Founder.

3. Members of the Audit Commission:

1) cannot be members of the Management Board nor be married, cohabiting, related by blood or affinity, or in a position of official subordination to members of the Management Board;

2) cannot be convicted by a final judgment for an intentional offense prosecuted by public indictment or a fiscal offense;

3) may receive reimbursement of reasonable costs incurred in participating in Commission meetings for performing their duties.

4. The Audit Commission meets at least once a year.

5. The Audit Commission takes decisions in the form of resolutions by a simple majority of votes.

6. Meetings of the Audit Commission may also be held using direct means of distance communication.

7. The Audit Commission may adopt resolutions by written ballot (circular mode).

8. The operating mode of the Audit Commission may be specified in internal Regulations adopted by the Commission.

9. The duties of the Audit Commission include in particular:

1) supervising the activities of the Foundation;

2) evaluating the work of the Management Board, receiving annual activity reports or balance sheets, and granting discharge (absolutorium) to members of the Management Board.

Manner of Representation and Incurring Financial Liabilities

§ 21

1. To submit declarations of intent on behalf of the Foundation in the case of a multi-member management board, including financial matters, two members of the board acting jointly, including the President of the Management Board, are authorized.

2. In the case of a single-member management board, the President of the Management Board is authorized to submit declarations of intent on behalf of the Foundation.

CHAPTER V. FINAL PROVISIONS

§ 22

The Founder is competent in matters regarding amendments to the Statute of the Foundation. Amendments to the Statute may not narrow the objectives specified in the founding act for which the Foundation was established.

§ 23

1. The Foundation may merge with another foundation for the effective implementation of its objectives.

2. A merger with another foundation may not take place if, as a result, the purpose of the Foundation could be significantly changed.

3. In matters regarding a merger with another foundation, the decision is taken unanimously by the Founder or the Management Board with the consent of the Founder.

§ 24

1. The Foundation shall be liquidated upon achieving the objectives for which it was established or upon exhaustion of its financial resources and assets.

2. The decision on liquidation is taken unanimously by the Management Board of the Foundation.

3. The liquidator of the Foundation is appointed and recalled by the Management Board of the Foundation.

§ 25

Financial resources and assets remaining after the liquidation of the Foundation may be allocated, by decision of the Management Board of the Foundation, to foundations operating in the Republic of Poland with similar objectives.

§ 26

The Statute enters into force on the date of its approval by the District Court in Warsaw, National Court Register Division.

This consolidated text was prepared on the basis of the text of the Foundation's Statute dated April 20, 2024, taking into account amendments introduced by Resolution No. 1/07/2026 of July 4, 2026 in Warsaw.

Founder