Bylaws

Volt Group, Inc. (“the Company”)

1. Authority

(1) These bylaws are enacted by the Board of Directors under the authority delegated by Section 5(1) of the Certificate of Incorporation.

2. Management

(1) The day-to-day Management of the Corporation shall be delegated to officers who are appointed by and serve at the pleasure of the Board of Directors (“Board”).

(2) The Board shall appoint individuals to at least the following officer positions:

(a) Chief Executive Officer — the top executive of the Company. He has the authority to make operational decisions, direct financial resources and appoint or terminate employees. He also has the power to delegate this authority to other officers or employees.

(3) The Board may appoint individuals to at least the following officer positions:

(a) Chief Operations Officer — the second-highest executive of the Company. He is automatically instated as Acting Chief Executive Officer if the position becomes vacant.

(b) Chief Financial Officer — the chief accountant of the Company. He is tasked with preparing financial statements and representing the company in matters of compliance with the Chief Executive Officer.

(4) The Board may appoint officers not listed in Section 2(2) or Section 2(3) and define their responsibilities. These officers also serve at the pleasure of the Board.

3. Compensation

(1) The compensation of Officers shall be unilaterally set by the Board.

(2) The compensation of the Directors shall be set by themselves, with approval of a majority of the Class A shareholders.

4. Signature Powers

(1) The following individuals are authorised to sign documents on the company’s behalf:

(a) all Officers of the Company

(b) all Directors of the Company