

**In accordance with the Best Practices  
of The Warsaw Stock Exchange S.A.  
(WSE), we inform about the  
participation of women and men in the  
Management Board and the Supervisory  
Board of Arctic Paper SA in the years  
2018 - 2022**

**Management Board**

year	number of women	% share of women	number of men	% of men
2018	0	0	2	100
2019	0	0	2	100
2020	0	0	2	100
2021	0	0	2	100
2022	0	0	2	100

**Supervisory Board**

year	number of women	% share of women	number of men	% of men
2018	0	0	5	100
2019	1	20	4	80
2020	1	20	4	80
2021	2	40	3	60
2022	2	40	3	60