

**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
2014 - 2018**

Management Board

year	number of women	% share of women	number of men	% of men
2014	1	20	4	80
2015	1	20	4	80
2016	1	20	4	80
2017	0	0	2	100
2018	0	0	2	100

Supervisory Board

year	number of women	% share of women	number of men	% of men
2014	0	0	6	100
2015	0	0	6	100
2016	0	0	5	100
2017	0	0	5	100
2018	0	0	5	100