

**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
2011 - 2015**

Management Board

year	number of women	% share of women	number of men	% of men
2011	0	0	5	100
2012	0	0	5	100
2013	1	25	3	75
2014	1	20	4	80
2015	1	20	4	80

Supervisory Board

year	number of women	% share of women	number of men	% of men
2011	0	0	6	100
2012	0	0	6	100
2013	0	0	6	100
2014	0	0	6	100
2015	0	0	6	100

Arctic Paper SA
J.H. Dąbrowskiego 334 A
PL 60-406 Poznań

Management Board: Wolfgang Lübbert , Per Skoglund, Jacek Łoś, Małgorzata Majewska-Śliwa, Michał Sawka
Share capital 69 287 783,00 PLN
District Court Poznań - Nowe Miasto i Wilda KRS 0000306944
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