

**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
2016 - 2020**

Management Board

| year | number of women | % share of women | number of men | % of men |
|------|-----------------------|------------------------|------------------|----------|
| 2016 | 1 | 20 | 4 | 80 |
| 2017 | 0 | 0 | 2 | 100 |
| 2018 | 0 | 0 | 2 | 100 |
| 2019 | 0 | 0 | 2 | 100 |
| 2020 | 0 | 0 | 2 | 100 |

Supervisory Board

| year | number of women | % share of women | number of men | % of men |
|------|-----------------------|------------------------|------------------|----------|
| 2016 | 0 | 0 | 5 | 100 |
| 2017 | 0 | 0 | 5 | 100 |
| 2018 | 0 | 0 | 5 | 100 |
| 2019 | 1 | 20 | 4 | 80 |
| 2020 | 1 | 20 | 4 | 80 |

Arctic Paper SA
Fabryczna 1
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Management Board: Michał Jarczyński, Göran Eklund
Share capital 69 287 783,00 PLN
District Court Zielona Góra KRS 0000306944
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