

**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
2019 - 2023**

Management Board

year	number of women	% share of women	number of men	% of men
2019	0	0	2	100
2020	0	0	2	100
2021	0	0	2	100
2022	0	0	2	100
2023	1	33	2	66

Supervisory Board

year	number of women	% share of women	number of men	% of men
2019	1	20	4	80
2020	1	20	4	80
2021	2	40	3	60
2022	2	40	3	60
2023	2	40	3	60

Arctic Paper SA
Fabryczna 1
PL 66-470 Kostrzyn nad Odra

Management Board: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Share capital 69 287 783,00 PLN
District Court Zielona Góra KRS 0000306944
NIP 599 305 16 07 REGON 080262255