

**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  
2021 – 2025**

**Management Board**

| year | number<br>of<br>women | % share<br>of<br>women | number<br>of men | % of men |
|------|-----------------------|------------------------|------------------|----------|
| 2021 | 0                     | 0                      | 2                | 100      |
| 2022 | 0                     | 0                      | 2                | 100      |
| 2023 | 1                     | 33                     | 2                | 66       |
| 2024 | 1                     | 33                     | 2                | 66       |
| 2025 | 1                     | 33                     | 2                | 66       |

**Supervisory Board**

| year | number<br>of<br>women | % share<br>of<br>women | number<br>of men | % of men |
|------|-----------------------|------------------------|------------------|----------|
| 2021 | 2                     | 40                     | 3                | 60       |
| 2022 | 2                     | 40                     | 3                | 60       |
| 2023 | 2                     | 40                     | 3                | 60       |
| 2024 | 2                     | 40                     | 3                | 60       |
| 2025 | 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