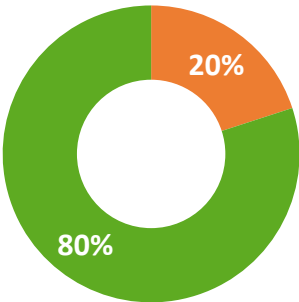


The Management Board of Orzeł Biały S.A ("The Company"), in relation to the Best Practices of WSE Listed Companies (DPSN) dated 13 October 2015, which entered into force on January 1 2016, hereby provides information in accordance with the principle of DPSN I.Z.1.15. with the following wording:

*"The Company operates a corporate website and publishes, in a legible form and separate place, in addition to the information required by law, information that describes the Company's diversity policy with respect to the Company's governing bodies and its key managers; the description should include such elements of the diversity policy as gender, educational background, age, career experience, as well as indicate the objectives of the diversity policy being applied and the manner of its implementation in a given reporting period; if the Company has not developed and does not implement a diversity policy, it shall publish an explanation of such a decision on its website".*

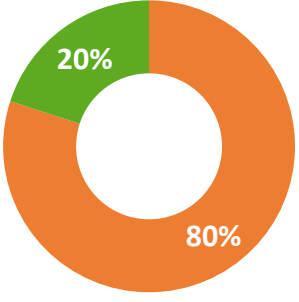
In relation to the Management Board of the Company and its key managers, Orzeł Biały S.A. applies a diversity policy, and the characteristics of its elements are set out below.

Gender



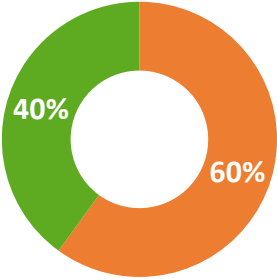
■ female ■ male

Educational background



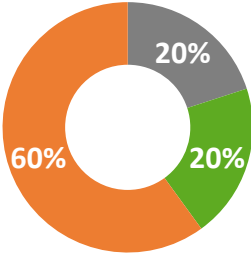
■ economics ■ technical

Age



■ less than 45 years ■ more than 45 years

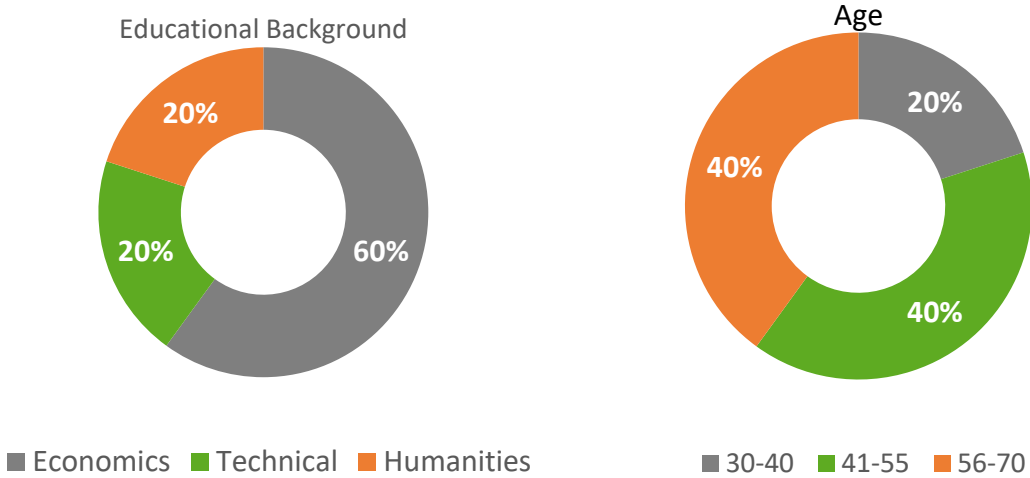
Career experience



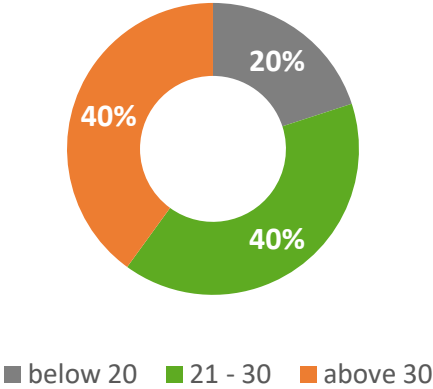
■ less than 15 years ■ 15 - 25

■ more than 25 years

In addition, Orzeł Biały S.A. applies the diversity policy also to the Supervisory Board as illustrated in the charts below.



Career experience



The main purpose of the diversity policy applied is to create real added value that contributes to the organisation's success and contributes to the improvement of the Company's results. Diversity management is an approach that maximises opportunities related to employing the most talented individuals from various backgrounds, creating a culture where there is an atmosphere of openness, tolerance and teamwork, as well as an approach that minimises the risks associated with the loss of valuable employees. The diversity policy in the context of key managers is implemented by differentiating staff in terms of age, gender, type of education and professional and career experience, and by observing the applicable values and good practices in the day-to-day operations of The Company. In addition, diversity in terms of professional experience and career as well as education background enables parallel development of many areas of The Company's operations, which allows it to be more effectively adjusted to the prevailing market conditions at the time being.