

GENERAL DIVISION OF TASKS AND RESPONSIBILITIES AMONG THE MEMBERS OF THE MANAGEMENT BOARD

The ERGIS Group has implemented and applies a “Procedure of internal control”. Under the procedure:

the President of the Management Board of ERGIS S.A. is responsible for the correctness of supervision and control activities performed by appointed members of the management in all Group companies, including being responsible for:

- strategy, quality and efficiency of investment processes;
- efficiency of processes of managing the production, sale, as well as receivables and liabilities policy;
- recruitment processes and remuneration policy management;
- communication with investors and the market environment;
- policy of financing the Group and its relations with financing banks
- supervision over internal audits at the Group’s member companies, covering the assessment of risk management procedures, internal control procedures, IT systems, and supervision processes.

The Vice-President of the Management Board of ERGIS S.A. is responsible for:

- supervision over agency agreements in Group companies;
- supervision over donations to third-party entities;
- pursuit of export policy;
- supervision over legal proceedings outside Poland;
- supervision over insurance agreements in Group companies;
- supervision over supply processes in the Group.

Legal basis for information:

principles I.Z.1.3. and II.Z.1. of the Code of Best Practice for WSE Listed Companies (as worded on 1 January 2016)

Company’s Management Board:

Tadeusz Nowicki – President of the Management Board
Jan Polaczek – Vice-President of the Management Board