



ARCTIC PAPER

Attachment no. 1 to current report no 10/2024 dated 8th of May 2024 - Change of the agenda and supplementation of draft resolutions of the Ordinary General Meeting convened for May 29, 2024

**RESOLUTION No. 21/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: remuneration of members of the Supervisory Board

Acting pursuant to point 6 item 3 of Bylaws of Supervisory Board of Arctic Paper S.A. and art. 392 of the Commercial Companies Code, the Shareholders Meeting of Arctic Paper S.A. based in Kostrzyn nad Odrą ("**Company**") hereby adopts the following resolution (hereinafter: the "**Resolution**"):

§ 1

The following monthly remuneration of the members of the Supervisory Board of Arctic Paper S.A. shall be fixed:

- 1) Chairman of the Supervisory Board – 25,500.00 zł (in words: twenty five thousand and five hundred złotych) gross,
- 2) Member of the Supervisory Board – 12,800.00 zł (in words: twelve thousand and eight hundred złotych) gross,
- 3) Member of the Supervisory Board (including the Chairman of the Supervisory Board) for sitting on each of the committees of the Supervisory Board – 3,200.00 zł (in words: three thousand and two hundred złotych) gross.

§ 2

- 1) The remuneration shall be paid in arrears by the 10th day of the month directly following the month to which the remuneration applies.
- 2) The remuneration is calculated pro rata to the number of days in office in the case when the appointment or the recall occurred during the calendar month.
- 3) The remuneration of the Supervisory Board member (including the Chairman of the Supervisory Board) is charged to the operating expenses of the Company. The Company also incurs other costs related to the performance of duties by the Supervisory Board members (including the Chairman of the Supervisory Board).

§ 3

The Resolution shall become effective upon adoption hereof.