

Appendix 1

Extract from the Act of December 16, 2016 on the principles of state property management (i.e. of 2019, item 1302)

Art. 22 An entity authorized to exercise the rights attached to shares owned by the State Treasury or a state legal person in the scope of exercising the rights attached to shares in a company, with the exception of the company in bankruptcy, are obliged to take steps to determine, by resolution general meeting or in the company's articles of association, the requirements to be met by a candidate for a member the management body, taking into account in particular that a member of the company's management body:

1) may be a person who meets all of the following conditions:

- a) has higher education or higher education recognized abroad in the Republic of Poland, on the basis of separate regulations,
- b) has at least 5 years of employment under an employment contract, appointment, selection, cooperative employment contract, or provision of services on the basis of another contracts or self-employed economic activity,
- c) has at least 3 years of experience in managerial or independent positions or resulting from self-employed business activity,
- d) meets other than those mentioned in point (a). a-c requirements specified in separate regulations, and in particular it does not infringe the restrictions or prohibitions for holding the position of a member of the body manager in commercial companies;

2) there cannot be a person who meets at least one of the following conditions:

- a) performs the function of a social associate or is employed in a deputy's office, senatorial, deputy-senatorial office or office of a member of the European Parliament on the basis of an employment contract or performs work on the basis of a mandate contract or other contract of a similar nature,
- b) is a member of the political party that represents the political party externally, and entitled to incur liabilities,
- c) is employed by a political party under an employment contract or works for on the basis of a mandate contract or other contract of a similar nature,
- d) performs an elected function in the workplace trade union organization or workplace organization a union company from a capital group,
- e) its social or profit-making activity creates a conflict of interest in relation to the company's operations