

# Remuneration of members of the Management Board and Supervisory Board

## Remuneration

The table below presents the remuneration received from 1 January 2017 to 31 December 2017 by persons being members of Enea SA Management Board who signed management contracts with the Company:

Name	Position	WNet remuneration in PLN [exclusive of VAT] <sup>1)</sup>	Additional benefits
Mirosław Kowalik	President of the Board	1 243 254.79	-
Wiesław Piosik	Vice-President of the Board <sup>2)</sup>	1 172 135.62	-
Piotr Adamczak	Vice-President of the Board	1 052 767.12	-
Mikołaj Franzkowiak	Vice-President of the Board <sup>3)</sup>	1 124 267.12	-
Piotr Olejniczak	Vice-President of the Board <sup>4)</sup>	165 000.00	-
Zbigniew Piętka	Vice-President of the Board <sup>5)</sup>	150 333.26	-
Dalida Gepfert	Vice-President of the Board <sup>6)</sup>	10 015.56	-
Grzegorz Kinelski	Vice-President of the Board <sup>6)</sup>	10 015.56	-

1) The remuneration includes all remunerations resulting from the concluded contracts and included in the Company's expenses, including the fee for the non-competition obligation and the bonus for 2016

2) Position held until 24 August 2017

3) Position held until 24 August 2017

4) Position held from 1 October 2017

5) Position held from 10 October 2017

6) Position held until 7 January 2016

In the period of performing managerial functions in 2017, the Management Board Members of Enea SA did not receive remuneration for performing during this time any functions in Enea SA subsidiaries. The remuneration received by managing persons did not include any non-financial components.

The table below presents the remuneration of persons being members of Enea SA Supervisory Board in the financial year 2017:

<b>Name</b>	<b>Net remuneration [PLN]</b>
Sławomir Brzeziński	79 268.04
Tadeusz Mikłosz	79 268.04
Małgorzata Niezgoda <sup>7)</sup>	88 871.23
Stanisław Kazimierz Hebda <sup>8)</sup>	-
Wojciech Klimowicz	79 268.04
Rafał Szymański <sup>9)</sup>	103 267.86
Piotr Mirkowski	79 268.04
Roman Stryjski	79 268.04
Piotr Kossak	79 268.04
Rafał Bargiel	79 268.04
Paweł Skopiński <sup>10)</sup>	79 268.04

7) Position held until 27 December 2017

8) Position held until 28 December 2017

9) Including the remuneration of the Supervisory Board Member assigned to act in his capacity as the Management Board Member

10) On March 13, 2018 the Company received the resignation of Mr. Paweł Skopiński from the position of a Member of the Supervisory Board of Enea SA

As at the date of release of this periodic report no other persons from the Management or Supervisory Boards hold any Enea SA shares.

As at the date of release of this periodic report no persons from the Management or Supervisory Boards hold any shares in subsidiaries of Enea SA.