

## Information about diversity policy

In 2017, no formalised diversity policy was implemented at Enea SA with respect to the Company's governing bodies and its key managers. The Company is exercising its efforts to ensure that the appointment of its governing bodies and key managers is each time conducted pursuant to the commonly binding legal regulations and preceded by a thorough analysis of the experience, competence, skills, and substantive preparation of each of the candidates, regardless of other, non-substantive criteria, including, without limitation, sex or age. In the Company's opinion, the abovementioned assessment criteria of the candidates for the abovementioned positions enable to choose the candidates who warrant the ability to pursue the Company's strategy and develop its activity.