

Remuneration of the Supervisory Board

The rules of remuneration for members of the Supervisory Board are defined by the General Meeting.

Remuneration of the Grupa LOTOS Supervisory Board members is subject to limitations and conditions prescribed under the Act on Remunerating Persons Who Manage Certain Legal Entities of March 3rd 2000 (Dz.U. of 2000 No 26, item 306, as amended). In accordance with the Act, in 2000 the

Extraordinary General Meeting defined a remuneration policy for Supervisory Board members. Pursuant to the policy:

- Supervisory Board members receive monthly remuneration equal to the average monthly salary in the non-financial corporate sector, net of bonuses paid from profit, in the fourth quarter of the preceding year, as announced by the President of the GUS (Central Statistics Office),
- The remuneration is payable irrespective of the frequency of Supervisory Board meetings, except if, in a given month, a member of the Supervisory Board is absent from all meetings held in that month without valid reasons,
- If a Supervisory Board member is appointed or removed from office during a calendar month, the remuneration amount is calculated according to their number of days in office,
- The Company reimburses any expenses incurred by the Supervisory Board members in connection with the performance of their duties, and – pursuant to the Personal Income Tax Act – calculates and deducts personal income tax prepayments from their remuneration.

In line with the provisions of the afore-mentioned Act, in 2014 the Supervisory Board members were entitled to receive monthly remuneration calculated on the basis of the average monthly salary in the non-financial corporate sector, net of bonuses paid from profit, in the fourth quarter of 2009.

Remuneration of the Supervisory Board members in 2014

Name and surname	Amount (PLN)
Wiesław Skwarko	38,000
Agnieszka Trzaskalska	38,000
Oskar Pawłowski	38,000
Małgorzata Hirszel	38,000
Magdalena Bohusz-Boguszewska	17,000
Michał Rumiński	38,000
Marcin Majeranowski	21,000
Total	228,000