

Description of the policy of diversity applied at TAURON Polska Energia S.A., including the governing bodies of the Company

Diversity and openness are an integral part of both, TAURON Capital Group's business operations, as well as its management policy. All of TAURON Capital Group's subsidiaries apply the policy of equal treatment and strive to ensure diversity in terms of gender, educational background, age and professional experience in relation to all employees and key managers.

With respect to the members of the Management Board of TAURON Polska Energia S.A., the persons holding these functions are selected by the Supervisory Board, after conducting a qualification procedure designed to verify and assess their qualifications and select the best candidates. Announcement of qualification process is published on the Company's web page and in the Public Information Bulletin of the Ministry of Energy.

With respect to the members of the Supervisory Board of TAURON Polska Energia S.A., the persons holding these functions are selected by the Minister of Energy acting within its statutory powers and the General Meeting of the Company. The Minister of Economy is entitled to appoint and dismiss 5 members of the Supervisory Board, and the General Meeting is entitled to select the remaining 4 members of the Supervisory Board.

In 2017 the *Diversity Policy of the TAURON Group* was implemented, the purpose of which is to strengthen awareness and organizational culture open to diversity. Implementation of the Diversity Policy enables employees to fully realize their individual potential in the job environment.

Also, actions have been undertaken to prevent any discrimination by structuring the appropriate atmosphere and culture at the workplace based on key PRO corporate values – Partnership, Development and Courage, confirmed through the *Policy of combating mobbing and discrimination at the TAURON Group*.