

Minutes of the recruitment procedure for the positions of:

- 1) President of the Management Board**
- 2) Vice President, Chief Financial Officer**
- 3) Vice President, Chief Refining and Marketing Officer**
- 4) Vice President, Chief Investment and Innovation Officer**

on the Management Board of Grupa LOTOS S.A. of the tenth joint term of office, conducted between April 25th and May 18th 2018

The recruitment procedure for the positions of President and Vice Presidents of Grupa LOTOS S.A.'s Management Board of the tenth joint term of office (the "recruitment procedure") was conducted by the Supervisory Board, which as at the date of initiation of the procedure (April 25th 2018) had the following composition:

- 1) Beata Kozłowska-Chyła – Chairwoman of the Supervisory Board,
- 2) Piotr Ciach – Deputy Chairman of the Supervisory Board (Mr Ciach has been delegated to temporarily perform the duties of a Member of the Management Board and therefore did not participate in the recruitment procedure),
- 3) Katarzyna Lewandowska – Secretary of the Supervisory Board,
- 4) Dariusz Figura – Member of the Supervisory Board,
- 5) Mariusz Golecki – Member of the Supervisory Board,
- 6) Adam Lewandowski – Member of the Supervisory Board.
- 7) Agnieszka Szklarczyk-Mierzwa – Member of the Supervisory Board.

Initiation of the recruitment procedure:

The Supervisory Board initiated the recruitment procedure by Resolution No. 53/X/2018, dated April 25th 2018

On April 26th 2018, the announcement of the initiation of the recruitment procedure (the "Announcement") was published on the Company's and the Ministry of Energy's websites.

*The text of Resolution No. 53/X/2018 together with an appendix (i.e. the text of the announcement of initiation of the recruitment procedure) is attached as **Appendix 1** hereto.*

In accordance with the aforementioned Resolution, the recruitment procedure was conducted in the following three stages:

- a) Stage 1 of the recruitment procedure — verification of whether the candidates met the requirements specified in the Announcement, review of written applications submitted by the candidates, and shortlisting of the candidates for the next stage;
- b) Stage 2 of the recruitment procedure – interviews with shortlisted candidates;
- c) Stage 3 of the recruitment procedure – selection of the best candidate for a given position on the Company's Management Board.

Time and place for acceptance of candidates' applications

By the time and at the place specified in the announcement of the initiation of the recruitment procedure, i.e. **by 3.00 p.m. on May 9th 2018**, at the Company's registered office at ul. Elbląska 135, Gdańsk, 29 applications from 25 candidates for the announced positions were submitted.

Stage 1 of the procedure:

On May 10th 2018, applications submitted in the recruitment procedure were opened and assessed for their compliance with the requirements specified in the Announcement. The opening and assessment were performed at the Company's offices in Warsaw, Plac Bankowy 1, by the Supervisory Board's Organisation and Management Committee ("the OMC"), authorised to do so by the Supervisory Board Resolution No. 53/X/2018 of April 25th 2018.

Following the assessment, the OMC resolved to shortlist 10 candidates (11 applications) for Stage 2 of the recruitment procedure, recommending that the Supervisory Board hold interviews with each of the shortlisted candidates on May 14th 2018, at the Company's offices in Warsaw, Plac Bankowy 1.

In compliance with the personal data protection requirements of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), the full list of candidates, including the candidates' first names and surnames, has been withheld from publication.

Stage 2 of the procedure:

In accordance with the Supervisory Board's decision, the candidates shortlisted for Stage 2 of the recruitment procedure were notified by telephone and email about the time and place of the recruitment interviews to be conducted by the Supervisory Board.

The interviews were held on May 14th 2018, at the Company's offices in Warsaw, Plac Bankowy 1.

The interview timetable was planned as follows:

Interview Timetable for Vice President of the Management Board, Chief Financial Officer	
<i>NO.</i>	<i>Candidate application number assigned by the Company:</i>
1	IZ/P/19/2018
2	IZ/P/1/2018
Interview Timetable for Vice President of the Management Board, Chief Investment and Innovation Officer	
<i>NO.</i>	<i>Candidate application number assigned by the Company:</i>
1	IZ/P/25/2018
2	IZ/P/17/2018
3	IZ/P/9/2018
4	IZ/P/14/2018
Interview Timetable for Vice President of the Management Board, Chief Refining and Marketing Officer	
<i>NO.</i>	<i>Candidate application number assigned by the Company:</i>
1	IZ/P/6/2018 (the candidate also applied for the position of President of the Management Board)
2	IZ/P/13/2018
Interview Timetable for President of the Management Board	
<i>NO.</i>	<i>Candidate application number assigned by the Company:</i>
1	IZ/P/18/2018
2	IZ/P/7/2018

Candidate No. IZ/P/6/2018, who simultaneously applied for the positions of President of the Management Board and Vice President of the Management Board, Chief Refining and Marketing Officer, withdrew both applications by phone on the date of the interview, i.e. on May 14th 2018.

The other candidates invited for the interviews arrived at the time and place specified by the Supervisory Board of the Company.

Before commencing the interviews, a list of interview questions was defined for the particular positions subject to recruitment and the following procedure was agreed:

- a) The Supervisory Board shall ask identical questions, which have been defined in advance separately for the positions of: President of the Management Board; Vice



President of the Management Board, Chief Financial Officer; Vice President of the Management Board, Chief Refining and Marketing Officer; Vice President of the Management Board, Chief Investment and Innovation Officer, in line with the general terms of the announcement of the initiation of the recruitment procedure as published on the Company's and the Ministry of Energy's websites.

- b) Each member of the Supervisory Board shall make their own evaluation of the candidates based on the candidates' knowledge of the matters covered in the interview.
- c) During the interviews, the Supervisory Board members shall evaluate the candidates by giving them a score of 0 to 5 points for their answer to each question.
- d) The evaluation referred to in item c) shall be recorded on individual score sheets.
- e) The scores achieved by each candidate shall then be transferred from the individual score sheets filled in by the Supervisory Board members to a collective score sheet. The result shall be the total of the scores given to a candidate.
- f) The best candidate shall be appointed by resolution of the Supervisory Board, with an evaluation of all candidates presented in the grounds for the resolution.
- g) The Supervisory Board shall select the candidate with the highest collective score. If two or more candidates have the same highest final score, the Supervisory Board shall conduct additional interviews with them.
- h) Minutes of the recruitment procedure shall be taken.

In line with the adopted timetable of meetings with the candidates qualified for Stage 2 of the recruitment procedure, on May 14th 2018 the Supervisory Board interviewed the candidates, who presented their knowledge and experience relevant for the positions for which they had applied. During the interviews the Supervisory Board Members assessed:

- a) the candidates' knowledge of the Company's operations and the sector in which it operates;
- b) knowledge of workforce management matters;
- c) knowledge of the rules governing the operations of commercial-law companies, in particular companies in which the State Treasury holds interests, and operations of groups of companies, as well as knowledge of the principles of owner's supervision;
- d) experience necessary for performing the duties of a member of the Company's Management Board, and
- e) directions of the Group's growth strategy presented by the candidate.

Additional matters to be discussed during the interviews:

- for the position of **President of the Management Board** – knowledge of market and competition analysis, development and implementation of strategy, task and resource planning, as well as audit and financial control of companies,
- for the position of **Vice President of the Management Board, Chief Financial Officer** – knowledge of finance, accounting, controlling and reporting,
- for the position of **Vice President of the Management Board, Chief Refining and Marketing Officer** – knowledge of refining processes, logistics, quality management and management of trading operations,
- for the position of **Vice President of the Management Board, Chief Investment and Innovation Officer** – knowledge of project management, investment management, and management of innovative R&D projects.

The Supervisory Board members used score sheets to evaluate the answers given by the individual candidates. In accordance with the procedure, a candidate could be awarded the maximum of 5 points for each answer by each of the seven Supervisory Board members conducting the recruitment. Thus, the maximum obtainable score for a candidate was 150. Having evaluated each candidate, the Supervisory Board members made an officially supervised calculation of the points and entered the scores into separate collective score sheets for:

- candidates for President of the Management Board,
- candidates for Vice President of the Management Board, Chief Investment and Innovation Officer,
- candidates for Vice President of the Management Board, Chief Refining and Marketing Officer,
- candidates for Vice President of the Management Board, Chief Financial Officer.

*Templates of the collective score sheets are attached as **Appendices 2 and 3** hereto.*

Stage 3 of the procedure:

On May 14th 2018, after a summary and analysis of the results of the recruitment interviews with the candidates, the Supervisory Board decided that:

- Mr Mateusz Aleksander Bonc was the best candidate for the position of President of the Management Board,
- Mr Patryk Jerzy Demski was the best candidate for the position of Vice President of the Management Board, Chief Investment and Innovation Officer,
- Mr Jarosław Paweł Kawula was the best candidate for the position of Vice President of Management Board, Chief Refining and Marketing Officer.



Following this, the Supervisory Board passed Resolution No. 56/X/2018 on the selection of the best candidate for President of the Management Board, Resolution No. 57/X/2018 on the selection of the best candidate for Vice President of the Management Board, Chief Investment and Innovation Officer, and Resolution No. 58/X/2018 on the selection of the best candidate for Vice President of Management Board, Chief Refining and Marketing Officer. *These resolutions are attached as **Appendices 4, 5 and 6** hereto.*

After a summary and analysis of the results of the recruitment interviews with the candidates, the Supervisory Board decided not to select the best candidate for the position of Vice President of the Management Board, Chief Financial Officer.

In view of the foregoing, the Supervisory Board notified the above candidates that they had achieved the highest scores and thus had been evaluated as the best candidates from among all those participating in the recruitment procedure. During a discussion with the Supervisory Board, the candidates agreed to hold the positions on the Management Board of Grupa LOTOS S.A. specified in the announcement and submitted appropriate written statements.

Subsequently, the Supervisory Board decided to close the recruitment procedure for the positions of President of the Management Board of Grupa LOTOS S.A., Vice President of the Management Board, Chief Investment and Innovation Officer, and Vice President of the Management Board, Chief Refining and Marketing Officer.

The Supervisory Board also decided to close the recruitment procedure for the position of Vice President of the Management Board, Chief Financial Officer, without selecting any of the candidates.

Having considered Mr Mateusz Aleksander Bonc the best candidate for the position of President of the Management Board, on May 18th 2018 the Supervisory Board passed, in a secret ballot, Resolution No. 66/X/2018 on his appointment as President of the Grupa LOTOS S.A. Management Board of the tenth joint term of office.

*Resolution No. 66/X/2018 is attached as **Appendix 7** hereto.*

Having considered Mr Jarosław Paweł Kawula the best candidate for the position of Vice President of the Management Board, Chief Refining and Marketing Officer, on May 18th 2018 the Supervisory Board passed, in a secret ballot, Resolution No. 67/X/2018 on his appointment as Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the tenth joint term of office.

*Resolution No. 67/X/2018 is attached as **Appendix 8** hereto.*



Having considered Mr Patryk Jerzy Demski the best candidate for the position of Vice President of the Management Board, Chief Investment and Innovation Officer, on May 18th 2018 the Supervisory Board passed, in a secret ballot, Resolution No. 68/X/2018 on his appointment as Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the tenth joint term of office.

*Resolution No. 68/X/2018 is attached as **Appendix 9** hereto.*

Appendices to the Minutes:

- from 1 to 9 (specified in the Minutes)

Supervisory Board:

1. Beata Kozłowska-Chyła _____
2. Piotr Ciach _____
3. Katarzyna Lewandowska _____
4. Dariusz Figura _____
5. Mariusz Golecki _____
6. Adam Lewandowski _____
7. Agnieszka Szklarczyk-Mierzwa _____

RESOLUTION NO. 53/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated **April 25th 2018**

on initiation of the recruitment procedure for the positions of President and Vice Presidents of the
Grupa LOTOS S.A. Management Board

Acting pursuant to Art. 14.2.3 of the Company's Articles of Association, the Supervisory Board of Grupa LOTOS S.A. hereby resolves as follows:

Section 1

1. The recruitment procedure shall be initiated for the following positions:

- a) President of the Management Board,
- b) Vice President, Chief Financial Officer,
- c) Vice President, Chief Refining and Marketing Officer,
- d) Vice President, Chief Investment and Innovation Officer,

on the Grupa LOTOS S.A. Management Board of the tenth joint term of office.

2. The announcement of initiation of the procedure shall be published on the Ministry of Energy's and the Company's websites on April 26th 2018. The text of the announcement is attached hereto as an appendix.
3. Applications shall be accepted by 3.00 pm on May 9th 2018 (this time limit for physical delivery to the Company's registered office at ul. Elbląska 135, Gdańsk must not be exceeded).
4. Applications shall be opened on May 10th 2018.
5. Candidates shall be interviewed beginning from May 14th 2018 at the Company's office at Plac Bankowy 1, Warsaw, Poland.
6. Matters to be discussed in the interviews:
 - a) the candidates' knowledge of the Company's operations and sector;
 - b) knowledge of workforce management matters,
 - c) knowledge of the rules governing the operations of commercial-law companies, in particular companies in which the State Treasury holds interests, and the operations of groups of companies, as well as knowledge of the principles of owner's supervision;
 - d) experience necessary for performing the duties of a member of the Company's Management Board, and
 - e) directions of the Group's growth strategy presented by the candidate.

Additional matters to be discussed during the interviews:

- In the case of candidates for the position of **President of the Management Board**: knowledge of market and competition analysis, strategy development and implementation, task and resource planning, as well as audit and financial control of companies;
- For the position of **Vice President of the Management Board, Chief Financial Officer**: knowledge of finance, accounting, controlling and reporting,
- For the position of **Vice President of the Management Board, Chief Refining and Marketing Officer**: knowledge of refining processes, logistics, quality management

and organisation of trading operations,

- For the position of **Vice President of the Management Board, Chief Investment and Innovation Officer**: knowledge of project management, investment management, and organisation of research and development for innovation projects.

7. Information on the Company is available to the candidates at the Company's website (www.lotos.pl).

8. The results of the procedure shall be sent to the candidates in writing or in electronic form to the address provided by the candidate.

Section 2

The Supervisory Board resolves that the recruitment procedure shall be as follows:

1. The recruitment procedure shall be divided into stages and shall be conducted even if only one candidate applies for a given position:
 - a) Stage 1 of the recruitment procedure — review of written applications submitted by candidates in terms of their formal correctness, assessment of candidates' competencies, knowledge and skills, as well as shortlisting of candidates for the next stage;
 - b) Stage 2 of the recruitment procedure – interviews with shortlisted candidates;
 - c) Stage 3 of the recruitment procedure – selection of the best candidate for a given position on the Company's Management Board.
2. The Organisation and Management Committee shall open the applications and shall check whether the applications have been submitted within the prescribed time limit and meet the formal requirements specified in the announcement of initiation of the recruitment procedure.
3. The Organisation and Management Committee shall assess the applications in terms of the candidates' competencies, knowledge and skills specified in the announcement and shall submit the results of the assessment to the Supervisory Board.
4. Applications which do not meet the requirements specified in the announcement or submitted after the time limit set for their acceptance shall not be considered.
5. The candidates shortlisted by the Organisation and Management Committee for Stage 2 of the procedure shall be notified of the date and time of the interview by telephone or by e-mail sent to the address specified in their applications.
6. The Organisation and Management Committee shall prepare a list of interview questions for the individual positions covered by the recruitment procedure.
7. Each member of the Supervisory Board shall make their own evaluation of the candidates based on the candidates' knowledge of the matters covered in the interview.
8. During the interviews, the Supervisory Board members shall evaluate the candidates by giving them a score of 0 to 5 points for their answer to each question.
9. The score shall be recorded in individual score sheets.
10. The scores assigned by the Supervisory Board members to each candidate shall be then transferred from the score sheets filled in by the Supervisory Board members to a collective score sheet. The final score of a given candidate is the sum of the points assigned to them by Supervisory Board members.
11. The Supervisory Board shall select the candidate with the highest final score as the best candidate for a given position. If two or more candidates have the same highest final score, the Supervisory Board shall conduct additional interviews with them.
12. The best candidate for a given position on the Company's Management Board is appointed by resolution of the Supervisory Board.
13. Minutes of the recruitment procedure shall be taken.

Section 3

This Resolution shall become effective as of its date.

This Resolution has been passed by open ballot.

1. Votes in favour of the resolution: _____ 6 _____ Members of the Supervisory Board
2. Votes against the resolution: _____ 0 _____ Members of the Supervisory Board
3. Abstaining votes: _____ 0 _____ Members of the Supervisory Board

Appendix to Resolution 53/X/2018 of the Supervisory Board of Grupa LOTOS S.A.
dated April 25th 2018

The Supervisory Board of Grupa LOTOS S.A. of Gdańsk announces the initiation of a recruitment procedure for the following positions on the Grupa LOTOS S.A. Management Board of the tenth joint term of office:

- 1) President of the Management Board,**
- 2) Vice President, Chief Financial Officer,**
- 3) Vice President, Chief Refining and Marketing Officer,**
- 4) Vice President, Chief Investment and Innovation Officer.**

1. Candidates for the above positions must meet all of the following conditions:

- a) have a university degree obtained in Poland or a university degree obtained abroad and recognised in Poland under separate legislation,
- b) have a period of employment of at least five years pursuant to a contract of employment, election, appointment, contract of employment for cooperative members, provision of services under another agreement, or conducting business activities for their own account,
- c) have at least three years of experience serving in managerial or senior positions or as a business owner,
- d) meet other applicable legal requirements, including not being subject to any legal limitations or bans on serving on the management board of a commercial-law company,
- e) have full capacity to exercise civil rights and perform acts in law,
- f) have no criminal record and be able to prove that no criminal or criminal and fiscal proceedings have been initiated or are pending against them,
- g) must submit to the relevant Minister a vetting statement or information that they have submitted such statement previously (applicable to candidates born before August 1st 1972), pursuant to the Act on disclosure of information on documents of the state security authorities from 1944-1990 and contents of such documents, dated October 18th 2006,
- h) have knowledge of the Company's operations and the sector in which it operates;
- i) have a command of a foreign language sufficient to effectively communicate in that language at work (knowledge of English or German is preferred), j) have organisational and communication skills and be able to work in complex management teams.

2. In addition, candidates should:

- a) have knowledge of workforce management matters,
- b) have knowledge of the rules governing the operations of commercial-law companies, in particular companies in which the State Treasury holds interests and public companies, as well as of the remuneration rules applicable at companies in which the State Treasury holds interests;
- c) have specialist knowledge of the Company's operations relevant for the position for which the candidate applies.

3. A person who meets at least one of the following conditions may not be a candidate:

- a) works at the office of a member of the Polish Parliament (Sejm (lower house) or Senate (upper house)) or of a member of the European Parliament as a volunteer or under an employment, temporary employment or similar contract,

- b) is a member of a political party's body representing the party before third parties and authorised to assume obligations,
 - c) works for a political party under an employment, temporary employment or similar contract,
 - d) holds an elected position in a trade union operating at the Company or any Group company,
 - e) the candidate's social or professional/business activities give rise to a conflict with the interests of the Company.
4. In order to confirm the fulfilment of the requirements specified in Sections 1 and 2, the candidate must submit the following documents and representations with the application:
- a) a document confirming holding a university degree in accordance with Section 1.a;
 - b) documents confirming a period of employment of at least five years, including employment certificates, certificates confirming that the candidate conducts business activity, or copies of entries in the National Court Register or other certificates confirming length of service in accordance with Section 1.b;
 - c) documents confirming at least three years of experience serving in managerial or senior positions or as a sole trader, including employment certificates, certificates confirming that the candidate conducts business activity, or copies of entries in the National Court Register or other certificates confirming the required experience in accordance with Section 1.c;
 - d) the candidate's representation to the effect that he/she is not subject to any legal limitations or bans on holding a position on the management board of a commercial-law company, including the representation that he/she has not violated any legal limitations or bans on holding a position on the management board of a commercial-law company, in accordance with Section 1.d;
 - e) the candidate's representation to the effect that he/she has full capacity to exercise civil rights and perform acts in law in accordance with Section 1.e;
 - f) valid certificate of no criminal record and the candidate's representation to the effect that no criminal or criminal and fiscal proceedings have been initiated or are pending against them, in accordance with Section 1.f;
 - g) the candidate's representation to the effect that he/she has submitted to the relevant Minister a vetting statement or a statement on previous submission of a vetting statement (applicable to candidates born before August 1st 1972) in accordance with Section 1.g;
 - h) documents confirming the additional skills and knowledge specified in Section 1.h-j and Section 2 (e.g. recommendations, credentials, university/training completion diplomas, certificates of completed courses, other certificates).
5. In order to confirm the fulfilment of the requirements specified in Section 3, the candidate must submit, with their application, the representation to the effect that none of the circumstances referred to in Section 3 applies to them.
6. The candidate's representations specified in Section 4 and 5 must be submitted in original copies, while the documents specified in Section 4 may be submitted in the form of a photocopy confirmed by the candidate as true copy; in such a case, a candidate who meets the formal requirements may be asked to present the originals of these documents during the interview.
7. Irrespective of the representations and documents referred to in Sections 4-6, the candidate shall submit along with the application:
- a) the original of the cover letter, containing a statement signed by the applicant and granting consent to personal data processing for the purposes of the recruitment procedure, including

- the phone number and e-mail address for the purposes of the procedure;
- b) a biographical note with the candidate's employment record and their professional achievements;
 - c) a copy of an identification document (for the purposes of identifying the candidate);
 - d) a representation on the absence of any health-related counter-indications to holding the position for which the candidate applies.

Information on Grupa LOTOS S.A. is available on www.lotos.pl

The candidate's written applications together with the required documents, representations and statements should be delivered to the Company's address: Grupa LOTOS S.A., Management Board Office, ul. Elbląska 135, 80-718 Gdańsk, Poland, in sealed envelopes with the following annotation: "Recruitment procedure for ... *(insert the position for which the candidate applies)* at Grupa LOTOS S.A."

Applications shall be accepted by **3.00 pm on May 9th 2018** (this time limit for physical delivery to the Company's registered office at ul. Elbląska 135, Gdańsk must not be exceeded). Applications submitted or delivered after the above deadline as well as applications which fail to meet the requirements specified herein shall not be considered.

Applications shall be opened on **May 10th 2018**.

Candidates who satisfy the requirements stipulated in the announcement shall be invited to recruitment interviews to be held **beginning from May 14th 2018** at the Company's Office situated at Plac Bankowy 1, Warsaw, Poland. The time and date of the recruitment interview shall be communicated to the candidates meeting the requirements via telephone or e-mail sent to the address provided in the application. A candidate's failure to attend the interview at the specified time, date and place shall mean that they have decided not to participate in the procedure.

The following matters shall be discussed during the recruitment interviews:

- a) the candidates' knowledge of the Company's operations and sector;
- b) knowledge of workforce management matters,
- c) knowledge of the rules governing the operations of commercial-law companies, in particular companies in which the State Treasury holds interests, and the operations of groups of companies, as well as knowledge of the principles of owner's supervision;
- d) experience necessary for performing the duties of a member of the Company's Management Board, and
- e) directions of the Group's growth strategy presented by the candidate.

Additional matters to be discussed during the interviews:

- In the case of candidates for the position of **President of the Management Board**: knowledge of market and competition analysis, strategy development and implementation, task and resource planning, as well as audit and financial control of companies;
- For the position of **Vice President of the Management Board, Chief Financial Officer**: knowledge of finance, accounting, controlling and reporting,
- For the position of **Vice President of the Management Board, Chief Refining and Marketing Officer**: knowledge of refining processes, logistics, quality management and management of trading operations,
- For the position of **Vice President of the Management Board, Chief Investment and**

Innovation Officer: knowledge of project management, investment management, and organisation of research and development for innovation projects.

The Company's Supervisory Board shall notify the candidates, by letter or email sent to the address specified in their applications, of the results of the recruitment procedure.

The candidates who are not selected for a position on the Management Board following the completion of the recruitment procedure shall be returned all of their documents either personally against confirmation of receipt or by registered mail.

The Company shall not reimburse any costs incurred by the candidates in connection with their participation in the recruitment procedure.

The Supervisory Board of Grupa LOTOS S.A. reserves the right to change the dates specified in this announcement. The candidates will be notified of such change by phone or email.

The Supervisory Board of Grupa LOTOS S.A. reserves the right to close the recruitment procedure without selecting any candidate for a given position at any time and without stating the reasons for doing so.

Appendix 2

Individual evaluation sheet

for the position of at Grupa LOTOS S.A.

.....

Candidate's name and surname

Question – in accordance with Appendix 1 hereto	Score					
	0	1	2	3	4	5
1						
2						
3						
4						
5						
SUMMARY						

**RESOLUTION NO. 56/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated May 14th 2018**

on the selection of the best candidate for President of the Grupa LOTOS S.A. Management Board of the 10th joint term of office

In the performance of Resolution No. 53/X/2018 of the Supervisory Board of April 25th 2018, acting pursuant to Art. 14.2 of the Company's Articles of Association, the Supervisory Board resolves as follows:

Section 1

The Supervisory Board selects Mr Mateusz Aleksander Bonca as the best candidate for President of the Grupa LOTOS S.A. Management Board of the 10th joint term of office.

Section 2

- 1) Mr Mateusz Aleksander Bonca scored 141 points, which is the highest score from among the candidates participating in the recruitment procedure for President of the Grupa LOTOS S.A. Management Board of the 10th joint term of office.
- 2) The evaluation of all the candidates who qualified for the second stage of the recruitment procedure for the position of President of the Grupa LOTOS S.A. Management Board is presented in the overall score card for the second stage of the recruitment procedure for the position of President of the Grupa LOTOS S.A. Management Board of the 10th joint term of office, attached as an appendix hereto.

Section 3

This Resolution shall become effective as of its date.

4. Votes in favour of the resolution: _____ 6 _____ Members of the Supervisory Board
5. Votes against the resolution: _____ 0 _____ Members of the Supervisory Board
6. Abstaining votes: _____ 0 _____ Members of the Supervisory Board

This Resolution has been passed by open ballot.

**RESOLUTION NO. 57/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated May 14th 2018**

on the selection of the best candidate for Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office

In the performance of Resolution No. 53/X/2018 of the Supervisory Board of April 25th 2018, acting pursuant to Art. 14.2 of the Company's Articles of Association, the Supervisory Board resolves as follows:

Section 1

The Supervisory Board selects Mr Patryk Demski as the best candidate for Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office.

Section 2

- 1) Mr Patryk Demski scored 112 points, which is the highest score from among the candidates participating in the recruitment procedure for Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office.
- 2) The evaluation of all the candidates who qualified for the second stage of the recruitment procedure for the position of Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board is presented in the overall score card for the second stage of the recruitment procedure for the position of Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office, attached as an appendix hereto.

Section 3

This Resolution shall become effective as of its date.

7. Votes in favour of the resolution: _____ 6 _____ Members of the Supervisory Board
8. Votes against the resolution: _____ 0 _____ Members of the Supervisory Board
9. Abstaining votes: _____ 0 _____ Members of the Supervisory Board

This Resolution has been passed by open ballot.

**RESOLUTION NO. 58/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated May 14th 2018**

on the selection of the best candidate for Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office

In the performance of Resolution No. 53/X/2018 of the Supervisory Board of April 25th 2018, acting pursuant to Art. 14.2 of the Company's Articles of Association, the Supervisory Board resolves as follows:

Section 1

The Supervisory Board selects Mr Jarosław Paweł Kawula as the best candidate for Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office.

Section 2

- 1) Mr Jarosław Paweł Kawula scored 139 points, which is the highest score from among the candidates participating in the recruitment procedure for Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office.
- 2) The evaluation of all the candidates who qualified for the second stage of the recruitment procedure for the position of Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office is presented in the overall score card for the second stage of the recruitment procedure for the position of Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office, attached as an appendix hereto.

Section 3

This Resolution shall become effective as of its date.

1. Votes in favour of the resolution: _____ 6 _____ Members of the Supervisory Board
2. Votes against the resolution: _____ 0 _____ Members of the Supervisory Board
3. Abstaining votes: _____ 0 _____ Members of the Supervisory Board

This Resolution has been passed by open ballot.

**RESOLUTION NO. 66/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated May 18th 2018**

on appointment of President of the Management Board of Grupa LOTOS S.A. of the 10th joint term of office

Following the completion of the recruitment procedure for the positions of members of the Grupa LOTOS S.A. Management Board of the 10th joint term of office, conducted on the basis of Resolution No. 53/X/2018 of April 25th 2018, pursuant to Art. 368.4 of the Commercial Companies Code, in conjunction with Art. 13.2.1, Art. 14.2, Art. 14.4 and Art. 14.5 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board resolves to appoint Mr Mateusz Aleksander Bonca (Personal ID (PESEL) No. 80072505632) as President of the Management Board of Grupa LOTOS S.A. of the 10th joint term of office, with effect as of May 22nd 2018.

Section 2 This

Resolution shall become effective as of its date.

- | | | |
|---------------------------------------|---------------|----------------------------------|
| 1. Votes in favour of the resolution: | _____ 6 _____ | Members of the Supervisory Board |
| 2. Votes against the resolution: | _____ 0 _____ | Members of the Supervisory Board |
| 3. Abstaining votes: | _____ 0 _____ | Members of the Supervisory Board |

This Resolution has been passed by secret ballot.

**RESOLUTION NO. 67/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated May 18th 2018**

on appointment of Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A.
Management Board of the 10th joint term of office

Following the completion of the recruitment procedure for the positions of members of the Management Board of Grupa LOTOS S.A. of the 10th joint term of office, conducted on the basis of Resolution No. 53/X/2018 of April 25th 2018, pursuant to Art. 368.4 of the Commercial Companies Code, in conjunction with Art. 13.2.1, Art. 14.2, Art. 14.4 and Art. 14.5 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board resolves to appoint Mr Jarosław Paweł Kawula (Personal ID (PESEL) No. 77073104297) as Vice President, Chief Refining and Marketing Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office, with effect as of May 22nd 2018.

Section 2

This Resolution shall become effective as of its date.

- | | | |
|---------------------------------------|---------------|----------------------------------|
| 1. Votes in favour of the resolution: | _____ 6 _____ | Members of the Supervisory Board |
| 2. Votes against the resolution: | _____ 0 _____ | Members of the Supervisory Board |
| 3. Abstaining votes: | _____ 0 _____ | Members of the Supervisory Board |

This Resolution has been passed by secret ballot.

**RESOLUTION NO. 68/X/2018
OF THE SUPERVISORY BOARD OF GRUPA LOTOS S.A.
dated May 18th 2018**

on appointment of Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office

Following the completion of the recruitment procedure for the positions of members of the Management Board of Grupa LOTOS S.A. of the 10th joint term of office, conducted on the basis of Resolution No. 53/X/2018 of April 25th 2018, pursuant to Art. 368.4 of the Commercial Companies Code, in conjunction with Art. 13.2.1, Art. 14.2, Art. 14.4 and Art. 14.5 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board resolves to appoint Mr Patryk Jerzy Demski (Personal ID (PESEL) No. 77092210495) as Vice President, Chief Investment and Innovation Officer, of the Grupa LOTOS S.A. Management Board of the 10th joint term of office, with effect as of May 22nd 2018.

Section 2

This Resolution shall become effective as of its date.

- | | | |
|---------------------------------------|---------------|----------------------------------|
| 1. Votes in favour of the resolution: | _____ 6 _____ | Members of the Supervisory Board |
| 2. Votes against the resolution: | _____ 0 _____ | Members of the Supervisory Board |
| 3. Abstaining votes: | _____ 0 _____ | Members of the Supervisory Board |

This Resolution has been passed by secret ballot.