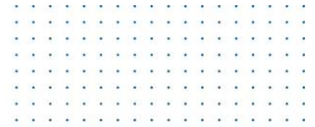




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INFORMATION CONCERNING APPLYING A DIVERSITY POLICY BY THE COMPANY

With reference to principle I.Z.1.15. of the Corporate Governance Recommendations and Principles, entitled “Best Practice for GPW Listed Companies 2016”, adopted by Resolution No. 26/1413/2015, dated 13 October 2015 of the Supervisory Board of the Warsaw Stock Exchange, the Management Board hereby informs that the Company did not prepare and does not pursue a diversity policy. The position of the Company’s Management Board is that the sole criterion for appointing persons to perform functions in the Company’s authorities and its key management is the experience and competence of the candidates for performing the given functions. The Company declares that it will consider developing a diversity policy in the future.

President of the Management
Board of TOYA S.A.
Grzegorz Pinkosz

Vice-President of the Management
Board of TOYA S.A.
Dariusz Hajek

Vice-President of the Management
Board of TOYA S.A.
Maciej Lubnauer