

REPORT OF THE REMUNERATION COMMITTEE OF BEST S.A.'S SUPERVISORY BOARD FOR 2016

As of the preparation date of this report, the Remuneration Committee of BEST S.A.'s Supervisory Board is composed of:

No.	Name	Function in the Committee
1.	Prof. dr hab. Pasquale Policastro	Chairman of the Remuneration Committee
2.	Prof. dr hab. Leszek Pawłowicz	Member of the Remuneration Committee
3.	Andrzej Klesyk	Member of the Remuneration Committee

Until 18 May 2016, Patrycja Kucner was a member of the Remuneration Committee. On that day, Patrycja Kucner resigned from the Supervisory Board, leading to automatic resignation from the Remuneration Committee.

In 2016, the Remuneration Committee held two meetings:

1st MEETING

Date:	21.03.2016
Place:	Office of BEST S.A.
Attendance:	3 members of the Committee (100%)
Participation by means of a teleconference:	None
Invited guests:	Maciej Kozdryk – legal counsel
Resolutions adopted:	<ol style="list-style-type: none"> 1. Resolution No. 1/2016 of the Remuneration Committee of BEST S.A.'s Supervisory Board of 21 March 2016 on preparing and adopting the Remuneration Committee's report for 2015. 2. Resolution No. 2/2016 of the Remuneration Committee of BEST S.A.'s Supervisory Board of 21 March 2016 on recommendations concerning the Incentive Programme (share-based). 3. Resolution No. 3/2016 of the Remuneration Committee of BEST S.A.'s Supervisory Board of 21 March 2016 on recommending the adoption of the Phantom Shares Programme for the members of BEST S.A.'s Management Board for 2016-2018. 4. Resolution No. 4/2016 of the Remuneration Committee of BEST S.A.'s Supervisory Board of 21 March 2016 on recommending a bonus for a Member of the Management Board.
Other topics discussed:	None

2nd MEETING

Date:	09.05.2016
Place:	Office of BEST S.A.
Attendance:	2 members of the Committee (67%)
Participation by means of a teleconference:	None
Invited guests:	Maciej Kozdryk – legal counsel
Resolutions adopted:	<ol style="list-style-type: none"> 1. Resolution No. 5/2016 of the Remuneration Committee of BEST S.A.'s Supervisory Board of 9 May 2016 on recommending a remuneration for a new member of the Management Board.
Other topics discussed:	None

Furthermore, in 2016 the Remuneration Committee adopted 1 resolution by circulation:

Resolution date	Resolution subject
21.01.2016	Resolution No. 1/2016 of the Remuneration Committee of BEST S.A.'s Supervisory Board of 21 January 2016 on recommending to the Supervisory Board a change of the assumptions of the Incentive Programme for the members of BEST S.A.'s Management Board for 2015-2018.

Prof. Pasquale Policastro
Chairman of the Remuneration Committee

Prof. Leszek Pawłowicz
Member of the Remuneration Committee

Andrzej Klesyk
Member of the Remuneration Committee