

- 1) Addition to item 4.5 "Remuneration of the Members of the Management Board and the Supervisory Board of the Company" in the "Report on the operations of Polimex-Mostostal for a period of 12 months ended 31 December 2016":

PREVIOUSLY:

	Year ended 31 December 2016	Year ended 31 December 2015
Management Board		
Short-term employee benefits (remuneration and overheads)	3,371	3,224
Supervisory Board		
Short-term employee benefits (remuneration and overheads)	818	735
Total	4,189	3,959

CURRENTLY:

	Year ended 31 December 2016	Year ended 31 December 2015
Management Board		
Short-term employee benefits (remuneration and overheads)	3,371	3,224
Supervisory Board		
Short-term employee benefits (remuneration and overheads)	818	735
Total	4,189	3,959

The Management Board

In 2016, the Members of the Management Board of Polimex - Mostostal SA performed company management services based on management contracts. The rules and amount of remuneration of the Members of the Management Board of the Company with whom management contracts are concluded are determined by the Supervisory Board of the Company.

The model of remunerating the Members of the Management Board covers a two-component system of determining remuneration, consisting of:

- 1) the fixed component (the basic monthly remuneration),
- 2) the variable component depending on the fulfilment of specific criteria (EBITDA performance, completion of tasks or achievement of goals having special importance for the Company).

The basic monthly remuneration of the Members of the Management Board includes all remuneration for functions in the supervisory bodies of the companies of the Polimex - Mostostal SA Capital Group. The variable remuneration is determined by the Supervisory Board of the Company, which may grant a Member of the Management Board of the Company:

- 1) an annual bonus after the approval of the financial statement of the Company for the financial year in which the bonus is granted, after the assessment of progress on the accomplishment of economic conditions and parameters by the Company,
- 2) a special award for outstanding work results or achievements which do not have a one-off nature only and will have an impact on a durable increase of the financial stability of the Company or an increase of the Company's profit in relation to the financial plan for the given year.

The agreements concluded between the Company and the Members of the Management Board (management agreements and non-competition and confidentiality agreements after the expiry of the management agreements) provide for additional benefits for the Members of the Management Board:

- 1) the right to remuneration for desisting from competitive activity (the non-compete clause) in a period of 12 months from the termination of the agreement,
- 2) a life policy for a Member of the Management Board,
- 3) a civil liability insurance policy for the Members of the Management Board,
- 4) free medical care,

- 5) coverage of all possible costs of legal assistance for a Member of the Management Board in all actions brought by third persons, both during the term of service and thereafter.

The remuneration of the individual Members of the Management Board of the Company for 2016 is indicated in the following table (data in thousand PLN).

Full name	Period of service in 2016	Remuneration	Post-employment benefits	Total
Maciej Stańczuk	-	-	90.0	90.0
Joanna Makowiecka-Gaca	from 1.01. to 4.03	480.0	240.0	720.0
Krzysztof Cetnar	from 1.01. to 4.03	360.0	90.0	450.0
Jacek Czerwonka	from 1.01. to 7.06	465.0	120.0	585.0
Antoni Józłowicz	from 4.03. to 31.12	609.2	-	609.2
Tomasz Kucharczyk	from 4.03. to 31.12	460.6	-	460.6
Tomasz Rawecki	from 7.03. to 31.12	456.3	-	456.3
TOTAL		2,831.1	540.0	3,371.1

The Supervisory Board

In accordance with the Articles of Association, the Members of the Supervisory Board shall be entitled to monthly remuneration in an amount determined by the General Meeting.

A Member of the Supervisory Board shall not be entitled to remuneration for a month when they have not participated in any of officially convened meetings without any excuse. The remuneration of the individual Members of the Supervisory Board of Polimex - Mostostal SA for 2016 is indicated in the following table.

Full name	Service period in 2016	Remuneration in thousand PLN
Wojciech Barański	from 1.01. to 23.02	13.0
Krzysztof Kaczmarczyk	from 1.01. to 25.02	13.8
Andrzej Kasperek	from 1.01. to 25.02	17.9
Jarosław Kochaniak	from 1.01. to 25.02	16.2
Marek Szczepański	from 1.01. to 25.02	20.3
Andrzej Zwara	from 1.01. to 25.02	13.8
Marcin Milewicz	from 1.01. to 31.12	87.3
Andrzej Sokolewicz	from 1.01. to 31.12	100.0
Zbigniew Jędrzejewski	from 25.02. to 15.04	11.8
Bartłomiej Kachniarz	from 25.02. to 31.12	95.0
Andrzej Komarowski	from 25.02. to 31.12	73.8
Bartłomiej Kurkus	from 25.02. to 31.12	73.8
Anna Młynarska-Sobaczewska	from 25.02. to 31.12	107.7
Iwona Warszewicz	from 25.02. to 31.12	73.8
Przemysław Figarski	from 16.05. to 31.12	54.7
Bartosz Ostachowski	from 24.06. to 31.12	45.3
TOTAL		818.2

The statement of changes in the report on the operations of the Polimex Mostostal Capital Group for a period of 12 months ended 31 December 2016.

- 2) Addition to item 4.4 "Remuneration of the Members of the Management Board and the Supervisory Board of the dominant company" in the "Report on the operations of the Polimex-Mostostal Capital Group for the year ended 31 December 2016":

PREVIOUSLY:

	Year ended 31 December 2016	Year ended 31 December 2015
Management Board		
Short-term employee benefits (salaries and overheads)	3,371	3,224
Supervisory Board		
Short-term employee benefits (salaries and overheads)	818	735
Total	4,189	3,959

CURRENTLY:

	Year ended 31 December 2016	Year ended 31 December 2015
Management Board		
Short-term employee benefits (salaries and overheads)	3 371	3 224
Supervisory Board		
Short-term employee benefits (salaries and overheads)	818	735
Total	4 189	3 959

The Management Board

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The model of remunerating the Members of the Management Board covers a two-component system of determining remuneration, consisting of:

- 1) the fixed component (the basic monthly remuneration),
- 2) the variable component depending on the fulfilment of specific criteria (EBITDA performance, completion of tasks or achievement of goals having special importance for the Company).

The basic monthly remuneration of the Members of the Management Board includes all remuneration for functions in the supervisory bodies of the companies of the Polimex - Mostostal SA Capital Group. The variable remuneration is determined by the Supervisory Board of the Company, which may grant a Member of the Management Board of the Company:

- 3) an annual bonus after the approval of the financial statement of the Company for the financial year in which the bonus is granted, after the assessment of progress on the accomplishment of economic conditions and parameters by the Company,
- 4) a special award for outstanding work results or achievements which do not have a one-off nature only and will have an impact on a durable increase of the financial stability of the Company or an increase of the Company's profit in relation to the financial plan for the given year.

The agreements concluded between the Company and the Members of the Management Board (management agreements and non-competition and confidentiality agreements after the expiry of the management agreements) provide for additional benefits for the Members of the Management Board:

- 6) the right to remuneration for desisting from competitive activity (the non-compete clause) in a period of 12 months from the termination of the agreement,
- 7) a life policy for a Member of the Management Board,
- 8) a civil liability insurance policy for the Members of the Management Board,
- 9) free medical care,
- 10) coverage of all possible costs of legal assistance for a Member of the Management Board in all actions brought by third persons, both during the term of service and thereafter.

The remuneration of the individual Members of the Management Board of the Company for 2016 is indicated in the following table (data in thousand PLN).

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Jacek Czerwonka	from 1.01. to 7.06	465.0	120.0	585.0
Antoni Józowicz	from 4.03. to 31.12	609.2	-	609.2
Tomasz Kucharczyk	from 4.03. to 31.12	460.6	-	460.6
Tomasz Rawecki	from 7.03. to 31.12	456.3	-	456.3
TOTAL		2,831.1	540.0	3,371.1

The Supervisory Board

In accordance with the Articles of Association, the Members of the Supervisory Board shall be entitled to monthly remuneration in an amount determined by the General Meeting.

A Member of the Supervisory Board shall not be entitled to remuneration for a month when they have not participated in any of officially convened meetings without any excuse. The remuneration of the individual Members of the Supervisory Board of Polimex - Mostostal SA for 2016 is indicated in the following table.

Full name	Period of service in 2016	Remuneration in thousand PLN
Wojciech Barański	from 1.01. to 23.02	13.0
Krzysztof Kaczmarczyk	from 1.01. to 25.02	13.8
Andrzej Kasperek	from 1.01. to 25.02	17.9
Jarosław Kochaniak	from 1.01. to 25.02	16.2
Marek Szczepański	from 1.01. to 25.02	20.3
Andrzej Zwara	from 1.01. to 25.02	13.8
Marcin Milewicz	from 1.01. to 31.12	87.3
Andrzej Sokolewicz	from 1.01. to 31.12	100.0
Zbigniew Jędrzejewski	from 25.02. to 15.04	11.8
Bartłomiej Kachniarz	from 25.02. to 31.12	95.0
Andrzej Komarowski	from 25.02. to 31.12	73.8
Bartłomiej Kurkus	from 25.02. to 31.12	73.8
Anna Młynarska-Sobaczewska	from 25.02. to 31.12	107.7
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