

The remuneration paid and payable to the members of the Company's Management and Supervisory Boards was as follows:

PLN '000	Year ended Dec 31 2009	Year ended Dec 31 2008
Management Board	713	606
Supervisory Board	233	261
Management Board – subsidiary undertakings ⁽¹⁾	278	441
Total ⁽²⁾	1,224	1,308

⁽¹⁾ Remuneration paid and payable to the members of the Management Board of Grupa LOTOS S.A. for serving on the Supervisory Boards and the Boards of Directors of subsidiary undertakings.

⁽²⁾ The value of remuneration reflects changes in the composition of the Management and Supervisory Boards of Grupa LOTOS S.A. during the reporting period.

As at December 31st 2009 and December 31st 2008, the Company did not grant any loans or similar benefits to members of its management and supervisory staff.

As at December 31st 2009, the value of post-employment benefits and of other non-current employee benefits calculated in line with IAS 19 Employee Benefits, due to members of the Management Board, amounted to PLN 221 thousand (as at December 31st 2008: PLN 117 thousand).

This is a translation of a document originally issued in Polish