

Dariusz Miłek – Chairman of the Supervisory Board

Mr. Dariusz Miłek in 1993-2003 ran a business under the name Trade Company „MIŁEK” in Lubin, and since 1995 in Chróstnik. In 1999-2004 he worked in the CCC Sp. z o.o. (Ltd.) based in Polkowice as a proxy, and since 2002 as The President of the Management Board.

Since 2004 to April 11, 2019 he performs the function of the President of the Management Board in the Company CCC S.A.

The Winner of many prestigious competitions in the field of management. In 2016 Mr. Dariusz Miłek was awarded the prestigious award of Jan Wejchert Polish Chamber of Business /Polska Rada Biznesu im. Jana Wejcherta/ in the category of Success. One year later President Dariusz Miłek was awarded European CEO Awards 2017 as Best CEO in the Sustainable Apparel Industry.

In accordance with the submitted statement Mr. Dariusz Miłek doesn't meet the criteria for a member independence of the supervisory board specified by the European Commission in the Attachment II to the Commission Recommendation of 15th February 2005 concerning the role of non-executive or supervisory directors of listed companies and committees of the board (a supervisory one) and the requirements set out in the Best Practices of WSE Listed Companies.

Wiesław Oleś – Member of the Supervisory Board

He is the originator and founder of the Office of Legal Advisers „Oleś & Rodzynkiewicz” sp.k., he graduated from law studies at the Faculty of Law and Administration at the Jagiellonian University in Cracow. After graduating from a judge application, in 1991, he took a judicial exam, and in 1993, he obtained the entitlement of a legal adviser.

After graduating from studies, Wiesław Oleś was a member of the Regional Audit Chamber in Cracow, a consultant of programs of the US Agency for International Development (USAID) and collaborated, among others with: of the Harvard Institute for International Development; he is a member of Lesław Paga Foundation Council.

He conducts legal practice at the Legal Advisors' Office "Oleś & Rodzynkiewicz" specializing in issues of the capital market and investment funds.

Wiesław Oleś held, among others, the functions of the Chairman of the Supervisory Board and the President of the Management Board of Forum TFI SA. Currently, he is also the Chairman of the Supervisory Board of Black Red White SA, Raport SA and a member of the Supervisory Board of CPD SA.

In accordance with the submitted statement Mr. Wiesław Oleś meets the criteria for a member independence of the supervisory board specified by the European Commission in the Attachment II to the Commission Recommendation of 15th February 2005 concerning the role of non-executive or supervisory directors of listed companies and committees of the board (a supervisory one) and the requirements set out in the Best Practices of WSE Listed Companies.

Waldemar Jurkiewicz – Member of the Supervisory Board

An experienced Executive IT Leader, managing the teams from 50 to 500 employees, who has worked in the Management Boards and as a Chief Executive of the IT sector companies.

He graduated from Wrocław University of Science and Technology at the Faculty of Computer Science and Management as well as a prestigious programs such as executive education in ICAN Institute and „Harvard Business Review Polska”. He graduated from numerous postgraduate studies at Wrocław University of Science and Technology and courses and training on: project management, human resources and new technologies and IT products. His extensive experience in IT management and development of start-ups in the area of modern technologies has been gained by working in many IT companies.

He began his professional career in 1986-1991 as a designer of computer control systems at the Lumel Electrical Metrology Research and Development Center.

In 1991 he was a co-founder of Max Elektronik S.A., where he was the President of the Management Board until 2011. He created a 150-person organization from the ground up that was managed by him in the fields of marketing and sales, technology, implementation and back office.

In the years 2003-2007 Max Elektronik joined the EMAX Capital Group, where, in addition to being a President of Max Elektronik, he was also the Chief Executive of the Software Product Productivity Center of the Group.

In the years 2007-2011, Max Elektronik was included in stock exchange company the Sygnity Group, formed by the merger of the Emax Group with the Computerland Group, where, alongside with being the President of Max Elektronik, he was the Chief Executive of the Software Development Center, managing a team of over 500 employees in all the Group's companies across the country.

At the same time, in the years 2006-2015 he was an Advisor to the Management Board at eobuwie.pl SA (former s.c., Traf Sp. Jawna), supporting the Management Board, among others in the process of acquiring investors and the IPO project. In 2015-2016 he was the Chairman of the Supervisory Board of eobuwie.pl SA. He took an active part in the process of negotiating the terms of the merger with the strategic investor CCC SA. Since 2016, he has been a member of the Supervisory Board of eobuwie.pl SA and a member of the Supervisory Board of a listed company CCC SA.

In accordance with the submitted statement Mr. Waldemar Jurkiewicz doesn't meet the criteria for a member independence of the supervisory board specified by the European Commission in the Attachment II to the Commission Recommendation of 15th February 2005 concerning the role of non-executive or supervisory directors of listed companies and committees of the board (a supervisory one) and the requirements set out in the Best Practices of WSE Listed Companies.

Zofia Dzik – Member of the Supervisory Board

Graduate of University of Economics in Cracow, University of Illinois in Chicago, Warsaw School of Social Sciences and Humanities, Executive Programs at Stanford and INSEAD Business School, holds an MBA from Manchester Business School; a mentor, a certified member of the Association for Project Management (APMP), an explorer of leadership and certified member of The John Maxwell Team, a leading international organization of prominent coaches, trainers and speakers in the field of leadership.

In the years 1995-2003, she was the adviser in the Arthur Andersen and Andersen Business Consulting, Director of Insurance Department, also responsible for projects for the financial sector in the following areas: strategy, business scalability, mergers, omnichannel, reorganization and finance.

Since 2003, she has been working for Intouch Insurance Group (RSA Group) operating in the fintech area, where she was the President of the Management Board of Insurance Company Link4 S.A. from 2004 to 2007. - the first direct insurer in CEE countries (start-ups, brand building, CRM, process automation, individual risk assessment, new technologies, agile, innovative distribution channels, leadership, people at work, talent management, succession); in 2007-2009 she was a member of the management board of Intouch Insurance B.V. in the Netherlands and CEO for Central and Eastern Europe of the Intouch Insurance Group.

In this function, she was responsible for the development of new markets: she was the chairman of the supervisory boards of the companies: TU Link4 S.A. (Board Member until July 2015) and Direct Insurance Shared Services Center in Poland, Intouch Strachowanie in Russia (start-up) and Direct Pojistovna in the Czech Republic (start-up) and Vice Chairman of the Supervisory Board of TU na Życie Link4 Life S.A.

In 2006-2008, a member of the Management Board of the Polish Insurance Association. In 2007-2010, a member of the Supervisory Board of the Insurance Guarantee Fund. In the years 2010 - 2016, she sat as an independent member of the supervisory boards of the following companies: KOPEX S.A. - producer of mining equipment, Polish Energy Partners S.A. (PEP S.A.), a renewable energy company, 2014-2016 FSCD (Digital University), 2015-2016 Member of the supervisory board and audit committee AmRest SE - a leading operator in the QSR sector in Europe, over 1000 restaurants - own brandy and franchise for Starbucks, Pizza Hut, KFC; 2012-2016 PKOBP S.A - a leading universal bank in CEE, where she also served as the vice-chairman of the audit and nomination committee and was a member of the risk committee; 2015-2017 InPost - courier and parcel services operator, where she also served as the chairman of the audit committee; 2011-2018 ERBUD S.A. - a leading Polish construction company. Benefit Systems S.A. - innovative integrator of benefit services for employees and sports infrastructure operator.

Since 2010 investor and social innovator, Chairman of the Board Humanities, think&Do social tank, combining the subject of Human and Technology, which aims at systemic support for social transformation, building social capital and qualitative development of society in four areas: Family, Education, Work Environment and World of Culture and Media, mentor, author of the "Cohesive Leadership™ model," a leader development program that builds inclusive organizations, gives employees the space to live an integrated life and stimulate internal motivation; founder and director of the Academy of Leadership for Educational Leaders; currently also an independent member of the supervisory boards of the following companies: BRW S.A. - leading manufacturer and distributor of furniture in Poland and Europe (Vice-President), PKP CARGO S.A. leading European logistics operator and cargo carrier in rail transport (member of the audit committee, Chairman of the nomination committee), Sanok Rubber S.A. - international manufacturer of rubber products.

In accordance with the submitted statement Mrs. Zofia Dzik meets the criteria for a member independence of the supervisory board specified by the European Commission in the Attachment II to the Commission Recommendation of 15th February 2005 concerning the role of non-executive or supervisory directors of listed companies and committees of the board (a supervisory one) and the requirements set out in the Best Practices of WSE Listed Companies.

Filip Gorczyca – Member of the Supervisory Board

From 2017 to 2019, CFO and Deputy CEO of Alior Bank. Previously, in 2016-2017, Senior Investment Director at the Medicover Group, where he led Medicover's IPO on the Stockholm Stock Exchange. In 2004-2016, he worked at PwC, where from 2011 as Vice Director he was responsible for services related to capital markets and financial reporting in Central and Eastern Europe. A graduate of an executive education program at Harvard Business School and of the Finance and Banking faculty at the Warsaw School of Economics. He is a certified public accountant in Poland and holds the ACCA certificate (FCCA).

In accordance with the submitted statement Mr. Filip Gorczyca meets the criteria for a member independence of the supervisory board specified by the European Commission in the Attachment II to the Commission Recommendation of 15th February 2005 concerning the role of non-executive or supervisory directors of listed companies and committees of the board (a supervisory one) and the requirements set out in the Best Practices of WSE Listed Companies.