

HENRYK CHOJNACKI

Henryk Chojnacki, secondary education. Mr. Henryk Chojnacki has rights of chartered auditor.

Professional experience:

- From 1964 to 1969 Borowskie Kamieniolomy Drogowe as a Planning Manager
- From 1969 to 1975 Powiat Union of a Agricultural Associations as Manager of the Economic Department
- From 1975 to 1983 Voivodeship Union of a Agricultural Associations and Organizations as a Chief Accountant
- From 1983 to 1991 Cooperative Society of a Agricultural Associations as a Chief Accountant
- From 1991 - still - Accounting Office as own business activity,
- From 2002 to 2006 - Chartered Auditors Buerau "Expert-Ksiegowy" sp. z o.o. based in Legnica as the president of the Management Board.

Mr. Henryk Chojnacki performs function of the Chairman of the Supervisory Board of "Tartak" sp. z o.o. and since 2004 he has an analogous function in CCC S.A. based in Polkowice.

In addition he is a member of the Supervisory Board of PPU "HEMIZ" Sp. z o.o. based in Prochowice

Mr. Henryk Chojnacki is a partner in Accounting Office "Aktywa" s.c. based in Jawor and in Accounting Office "EKSPERT-KSIEGOWY" s.c. based in Ziemnice.

Mr. Henryk Chojnacki does not run any rival to the Issuer business activity and he is not a associate in any rival partnership nor a member of any authority of the rival capital company nor any other rial legal entity. Mr. Henryk Chojnacki is not enlisted in the National Insolvent Debtors Register established under the Act on National Court Register.

Jerzy Suchnicki

Professional experience:

Since 2014 – Access2, IMAF member (International Network of Merger & Acquisition Professionals). Valuation and development Specialist for the biggest companies.

- **Since 2014** – Member of the supervisory board of Feerum, a company traded at the Warsaw Stock Exchange.
- **January 2010 – December 2013** - director, vice-director of the Difficult Loans Department in Bank Gospodarstwa Krajowego, member of the Bank Credit Committee, member of several Debtors Committee.
- **2006-2009** – PKP Cargo Service – President of the Management Board
- **1998- 2004** – **Bank Handlowy in Warsaw S.A.** (during some part of this time member of CitiGroup) – director of Capital Investment Centre; surveillance over direct investment in the country and abroad, through the employees as well as directly through a membership in Supervisory Boards and Management Boards of subsidiary companies.
- **2002-2005** – Several positions of interim management in subsidiary banks BRC –Poznań, Bank Handlowy Inernational Luxemburg, and Mostostal Zabrze Holding
- **Until 1998:**
- **Raiffeisen Investment Polska** (previously Raiffeisen Ost-West Consult) vice-president and president. Responsibility for establishing and leading the company. Two entities were introduced to the Warsaw Stock Exchange following the execution of full scope of works on the memorandum. Working language – primarily German.
The scope of the activity of the company shifted from purely consulting into M&A and investment and advisory.
- **Bank Inicjatyw Gospodarczych S.A.** – Investments Specialist. Cooperation within the scope of loans at risk rescuing, analysis of credit portfolio, consulting services for the companies, bank clients, participation in creation of Polish capital market. Cooperation with Coopers&Lybrand in privatization of a big foreign trade organization.
- **Minex CEI** – HR department and consulting services for the Management of the company.
- **Work at the II Economics Chair at Warsaw School of Economics** (former SGPiS). National and international papers mostly on privatization process, valuation of the companies and development of the economics theory, published in Poland and USA.

Education:

- MS in Foreign Trade, Foreign Trade Faculty at Warsaw School of Economics (former SGPiS).
- One year of studies at the faculty of materials engineering at the Warsaw School of Technology.
- Various training for management in Polish, English and German.

Foreign languages:

German	fluent
English, Russian	proficiency allowing professional work.

Marcin Michał Murawski

marcin.murawski@poczta.onet.pl

Independent Supervisory Board Member and
Chief Audit Executive.



Education:

1992-1997 University of Warsaw, Faculty of Management.
Specialization in Financial Management.
First Class Honours Degree in Management - June 1997.

1998-2005 ACCA Member from 2000.
ACCA Practicing Certificate (eligible to work as Certified Auditor in UK) – 2003
KIBR Qualification (Polish Statutory Auditor No 90053) - July 2003
CIA (Certified Internal Auditor) – qualification obtained in May 2005

Work Experience:

From December 2012: **Independent Member of Supervisory Boards and Audit Committees in GPW listed companies:**

GTC S.A. - real estate;

CCC S.A. – retail;

APATOR S.A. – electro-mechanical industry

Candidate Supervisory Board member and Audit Committee member of listed companies approved by The Polish Institute of Directors (PID).

**November 2005 –
November 2012:**

Head of Internal Audit of WARTA in KBC GROUP NV – Chief Internal Audit Executive (KBC TFI, WARTA INSURANCE, WARTA PENSION FUND).

Secretary of the Audit, Risk and Compliance Committees of WARTA companies.

Responsibilities:

Managing and developing the Internal Audit function within Warta Group. Reporting to the Audit, Risk and Compliance Committees, CEO and KBC BANK NV Group Audit.

Conducting numerous, risk-based internal audits resulting in issuing

"I hereby agree for to processing my personal data included in my job application for the needs of the recruitment process (in accordance with the Personnel Protection Act of 29.08.1997 no 133 position 883)."

Marcin Michał Murawski

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Independent Supervisory Board Member and
Chief Audit Executive.

about 1.000 value-adding recommendations for WARTA's Management and Business over 6 years period (about 900 of them have already been implemented).

Assuring the Management and the Supervisory Board (Audit Committee) whether the risk management in business processes is effective, internal controls are adequate and processes are conducted effectively.

Advising and supporting the Business on risk management and internal control issues related to new processes / new regulations / important modifications, business self assessment, ICT systems implementations.

Advising the Business on new products implementation, on protecting Warta's interests in key contracts and other key risk decisions.

Conducting and supervising special investigations, special audits at the request of the Management, Supervisory Board and Group Internal Audit.

Cooperating with the Statutory auditor in the external audit process, incl. coordinating the preparation of responses to the management letter points.

Cooperating with the regulator (KNF) on the internal control and risk management issues and in the key – strategic processes (Solvency II).

September 1997- 2005

Audit Manager in PricewaterhouseCoopers Sp. z o. o. – Financial Services

Development in PwC:

1997 to 1998

Associate in Audit Department

1999 to 2001

Senior Associate in Audit Department

2002 to 2005

Manager in Audit Department

Responsibilities in PwC:

Auditing of Financial Institutions – Statutory Audits, Special Financial Reviews, Advisory Accounting Services for Insurance Companies, Pension Funds, Financial Reporting, Taxation, Internal Controls.

Key capabilities in PwC:

Audit and Financial Risk Assessment.

Responsible for Managing Auditing Teams.

Supervision of Audit Work Performed by Team Members, Approving the Audit Work and Taking Overall Responsibility for Audit Projects.

Reporting to PwC Partners in Poland and Worldwide.

Assisting Clients with Financial Reporting, Financial Management.

Marcin Michał Murawski

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Independent Supervisory Board Member and
Chief Audit Executive.

Key Clients in PwC: AIG, BRE Bank, Skarbiec Funds, Generali, Royal PBK, Compensa S.A., Signal-Iduna, Pionier Funds, Finlife, PTE Skarbiec-Emerytura, Triglav Insurance (Slovenia).

Feb 1997- July 1997: Financial controller in TCH Components Sp.z o.o.
Responsibilities: Preparation and Consolidation of Financial Statements.
Financial Analysis and Reporting.
Cooperating with Banks, Suppliers.

Language Skills: Polish – Native, English – Fluent, German – Basics

Professional Membership: Founder member of “The Club of Chief internal Auditors” in Poland.
Association of Chartered Certified Accountants,
The Institute of Internal Auditors,
Krajowa Izba Biegłych Rewidentów,

W. Oleś

Ukończył studia prawnicze na Wydziale Prawa i Administracji Uniwersytetu Jagiellońskiego w Krakowie w roku 1989. Po ukończeniu aplikacji sędziowskiej, złożył we wrześniu 1991 roku egzamin sędziowski, a w listopadzie 1993 uzyskał uprawnienia radcy prawnego. Po ukończeniu studiów Wiesław Oleś był m.in. członkiem kolegium Regionalnej Izby Obrachunkowej w Krakowie, konsultantem programów Agencji Stanów Zjednoczonych do Spraw Rozwoju Międzynarodowego (USAID) oraz współpracował m.in. z: Harvard Institute for International Development. Jest pomysłodawcą i założycielem Kancelarii Radców Prawnych „Oleś & Rodzyńkiewicz” sp.k.; członkiem Rady Fundacji im. Lesława Pagi oraz przewodniczącym Rady Nadzorczej Towarzystwa Funduszy Inwestycyjnych Forum SA.

Wiesław Oleś specjalizuje się w zagadnieniach budowania i restrukturyzacji struktur inwestycyjnych oraz w kwestiach podatkowych z uwzględnieniem transakcji transgranicznych.

Wiesław Oleś jest autorem publikacji z zakresu prawa gospodarczego: artykułów w „Rzeczpospolitej”, „Samorządzie Terytorialnym”, „Wspólnocie”, książki „Spółki Komunalne”. Jest także współautorem napisanych wspólnie z dr Mateuszem Rodzyńkiewiczem książek: „Fuzje spółek akcyjnych – aspekty prawne” (1998) i „Przekształcenie spółki z ograniczoną odpowiedzialnością w spółkę akcyjną” (1999) oraz komentarza „Podatek od czynności cywilnoprawnych” (2013) wspólnie z M. Gargulem.

Wiesław Oleś jest prawnikiem rekomendowanym przez „Chambers Europe Guide – Europe’s Leading Lawyers for Business”.

He graduated from the Faculty of Law and Administration of the Jagiellonian University in Krakow in 1989. After completion of judicial training, he passed judicial exam in September 1991, and in November 1993 qualified as legal advisor. After graduating from the studies Wiesław Oleś was i.a. a member of the Regional Accounting Chamber in Kraków, program consultant of the United States Agency for International Development (USAID) and cooperated with i.a. the Harvard Institute for International Development. He is the creator and co-founder of the Legal Office of Legal Advisors "Oleś & Rodzyńkiewicz" Sp. k.; member of the Board of the Lesława Paga Foundation and the Chairman of the Supervisory Board of Towarzystwo Funduszy Inwestycyjnych Forum SA.

Wiesław Oleś specializes in establishing and restructuring of investment structures and tax matters including cross-border transactions.

Wiesław Oleś is the author of publications in the field of commercial law: articles in "Rzeczpospolita", "Territorial Self-Government", "Community", book "Communal Companies". He is also co-author, with dr Mateusz Rodzyńkiewicz, of the following books: "Mergers of joint-stock companies - legal aspects" (1998) and "The transformation of a limited liability company into a joint stock company" (1999) and the commentary "Tax on civil law transactions" (2013) in cooperation with M. Gargul.

Wiesław Oleś is a lawyer recommended by the "Chambers Europe Guide - Europe's Leading Lawyers for Business".

MIROSLAW STACHOWICZ: CURRICULUM VITAE

SUMMARY:

- Non-executive Director in listed and private companies, largely with Private Equity participation. Chairman and member of audit committees. Strategic advisor to executive boards.
 - Former Managing Director of the CEE region and member of European Management Teams in FMCG multinationals. Worked in Canada, UK, Belgium and Romania.
 - Graduate of Canadian, US and Polish universities. Certificate in Corporate Governance from INSEAD.
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WORK EXPERIENCE: NON-EXECUTIVE DIRECTOR AND STRATEGIC ADVISOR

- Vice-Chairman and Head of the Audit Committee, Harper Hygenics (www.cleanic.pl). Head of the Audit Committee since 2007, Vice-Chairman since 2012. IPO on the Warsaw Stock Exchange in 2010. Enterprise Investors, the largest PE fund in the CEE holds the majority stake in the company. Harper's Cleanic and Presto brands are the market leaders in Poland in the cosmetic cotton swabs and wet tissues markets. The company is the leading European supplier of private labels.
- Chairman, Supervisory Board, Grupa Pracuj (www.grupapracuj.pl). Since 2012. The company is the leader in on-line recruitment in Poland and Ukraine, as well as software provider in software-as-service (SaaS) format. Minority stake in the company is held by the Private Equity fund Tiger Global, the leading global PE player in the on-line market.
- Chairman, Supervisory Board, X-press Couriers (www.x-press.com.pl). Since 2012. The company is the leading independent courier company in Poland, operating the franchise retail network of X-Stores. X-press is the leading supplier of the same-day delivery service to e-commerce in the major Polish cities.
- Member of the Supervisory Board, Nitroerg S.A. (www.nitroerg.pl). Since 2012. The company is the largest supplier of industrial explosives and fuses in the CEE, and exports its products to over thirty countries on four continents. Part of the capital group of KGHM, the no. 1 European copper producer and no. 1 silver producer world-wide.
- Member, Supervisory Board, Centre for Oncological Diagnostics and Treatment (www.cdito.pl). From 2013 to 2014. The company was established by Enterprise Investors, the largest PE fund in CEE to become the largest chain of cancer radiation treatment centers in Poland.
- Member, Advisory Board, Lynka (www.lynka.eu). From 2012 to 2014. Lynka is the largest supplier of corporate promotional apparel in the CEE, deriving majority of its revenues from the markets of Western Europe.
- Board advisor, McCormick Polska (www.kamis.pl). Since 2015. Advises the Executive Board of the Polish operation of McCormick & Company in the process of integration of Kamis. Focuses on M&A, organisational transformation and commercial strategy.

JOB EXPERIENCE: EXECUTIVE MANAGEMENT AND CONSULTING

- 2008 - 2011:** Managing Director, Central Europe, AkzoNobel Decorative Paints; member of the AkzoNobel Decorative Europe Leadership Team
Company: AkzoNobel (www.akzonobel.com) is no.1 globally in decorative paints with Dulux, Sadolin and Hammerite brands
Job dimensions: ≈1200 employees, ≈ 20 brands, ≈ 6000 SKU, 4 factories, 12 distribution centres, 9 commercial offices.
Geographic scope: Poland, Czech, Slovakia, Hungary, Romania, Slovenia, Croatia, Serbia
Based in: Warsaw
- 2005 – 2008:** Managing Director, Poland, Eastern Europe & Russia, ICI Paints; member of the ICI Paints Europe Leadership Team
Company: Imperial Chemical Industries was no. 2 globally in decorative paints with Dulux brand
Job dimensions: ≈ 400 employees, 5 brands, ≈ 2500 SKU, 1 factory, 4 distribution centres, 5 commercial offices.
Geographic scope: Poland, Czech, Slovakia, Hungary, Russia
Based in: Warsaw
- 1998 – 2005:** General Manager, Poland, ICI Paints; ; member of the ICI Paints Europe Leadership Team
Job dimensions: ≈300 employees, 6 brands, ≈1000 SKU, one factory.
Geographic scope: Poland
Based in: Warsaw
- 1995 – 1997:** General Manager, Bestfoods/CPC Romania Srl.
Company: Bestfoods/CPC was a US consumer foods multinational with Knorr and Hellmanns brands
Job dimensions: from 1 employee (1995) to 150 (1998), 1 factory
Geographic scope: Romania, Bulgaria
Based in: Bucharest, Romania
- 1994 – 1995:** Projects Manager, Eastern Europe, Bestfoods/CPC Consumer Foods Ltd.
Based in: Brussels, Belgium
- 1992- 1994:** Senior Project Manager, Central Europe Trust Ltd.
Company: Central Europe Trust is a UK-based strategic consulting company
Based in: London, UK
- 1989- 1991:** Research Associate, International Business Research Centre
The Conference Board of Canada
Company: The Conference Board of Canada is the leading Canadian business research organisation
Based in: Ottawa, Canada

UNIVERSITY EDUCATION

- 2013 INSEAD, Fontainebleau, France. International Directors Programme. The programme focused on the issues of corporate governance, executive compensation, financial oversight, M&A and strategic management.
- 1989 The Carleton University, Norman Patterson School of International Studies, Ottawa, Canada. Master of Arts, International Affairs, Study stream: economic development. MA thesis on the inter-enterprise economic integration in the Soviet Block.
- 1987 The Johns Hopkins University, School of Advanced International Studies, Bologna Centre, Bologna, Italy. Graduate Diploma, International Affairs. Courses selection focused on international economics.
- 1986 Jagiellonian University, Krakow , Poland. Master of Arts, Political Science. Study stream: journalism. MA thesis on the Berlin Wall crisis and the Cuban Missile crisis.

OTHER RELEVANT INFORMATION

- President of the Foundation and Think-tank Onkologi 2025 (since April 2014).
- Dual citizenship: Polish and Canadian.
- Languages: Polish, English, conversational Russian and some basic French and German.
- Member of the Polish Chapter of the World Presidents Organisation (since 2006); the Polish Institute of Directors (since 2012), the Brand Council for Superbrands Poland (since 2012). Participates in the PWC Supervisory Board Forum and KPMG Institute for Audit Committees.
- Married, two sons (aged 10 and 12)
- Favourite charity: SOS Wioski Dziecięce
- Hobbies: reading about history, politics and international economics; joga; jogging; Alpine skiing; classical music and jazz (preferably live).

"Wyrażam zgodę na przetwarzanie podanych danych osobowych, zgodnie z ustawą z dnia 29 sierpnia 1997 r. o ochronie danych osobowych (t. j. Dz. U. z 2002 r. Nr 101, poz. 926 ze zm.). Przedmiotowe dane osobowe są zbierane w celu realizacji procesu rekrutacyjnego. Ich podanie jest dobrowolne. Każda osoba ma prawo dostępu do treści swoich danych oraz ich poprawiania."