

Appendix  
to ESPI current report no. 34/2024 dated June 28, 2024

**Information on member of the Supervisory Board Agata Gładysz-Stańczyk**

**General Information:**

Ms. Agata Gładysz-Stańczyk is a highly qualified executive manager with extensive international experience in sales, marketing, product and innovation management, including R&D and production, as well as financial management. He has a track record in globally operating manufacturers and distributors in B2B and B2C models. Experienced in change management in a dynamic environment. He is a strategically oriented, enthusiastic, open, inspiring leader of interdisciplinary teams in complex matrix structures, with a strong relational approach.

**Education:**

Poznan School of Banking, field of study: Controlling (postgraduate studies)

Poznan School of Banking, field of study: Managing Corporate Finances (postgraduate studies)

Academy of Economics in Katowice, field of study: International Economic Relations, (master's degree in Foreign Trade).

**Professional experience:**

**Vice President of the Board , Member of the Board for Innovation & Development Division of Selena FM S.A.** Selena FM S.A. is listed on Warsaw Stock Exchange Polish manufacturer and distributor of construction chemistry operating globally in above 20 countries and 5 continents; turnover EUR 300M;

**Sales and Marketing Director of AXA – MAG Sp.z o.o.** - multinational (Dutch origin) manufacturer and distributor of fittings for construction industry, bicycle branch; turnover PLN 25M; the accomplishments mentioned below refer to both branches;

**Commercial Director of Fosroc Construction Poland** - international (English origin) manufacturer and distributor of chemical materials used in construction industry; international turnover USD 300M.

**Main areas of competence:**

- New technologies industry, production companies, technical and technological industries ;
- **Profitability and investments' management** experience in the area of production, purchasing, sales & marketing



- **Risk management** and firm decision making approach;
- Manage a **large number of complex business** projects at the same time also under **volatile economic conditions** with strong **focus on profitability**
- **Multinational experience** with deep understanding of cultural & technological differences as well as management of **variety of business models**;
- A **strategic perspective** with the ability to identify and incorporate trends into strategy, transfer strategy into **efficient execution** through action plans, projects management, prioritization and recourse management, **hands-on approach** if necessary;
- **Change management** – defining, planning and communicating required changes for restructuring and development projects, engaging teams and managing resistance.

#### Current activities performed:

Ms. Agata Gładysz-Stańczyk is currently works as the **Director Business Unit Insulation Materials** at **Synthos S.A.** Synthos S.A., privately owned international chemical Company is one of the largest producers of chemical raw materials in Poland. The company is the first European producer of synthetic rubbers and the largest European producer of expandable polystyrene.

As BU Director Agata is responsible for strategy, P&L, M&A, sales with customer service, pricing, product management with technical support, R&D & Innovations, Marketing, Purchasing, Controlling. Indirect matrix co-op : Logistics & Production

The activities currently performed are not in competition with XTPL S.A. Ms. Agata Gładysz-Stańczyk is not engaged in any activity competitive to the Company, does not participate in a company competitive to the Company as a partner in a civil partnership, partnership or capital company, and does not participate in any other competitive legal entity as a member of its body.

Ms. Agata Gladysz-Stańczyk is not entered in the Register of Insolvent Debtors, maintained pursuant to the Act of August 20, 1997 on the National Court Register.