

Biographical Note of Paul Sofianos

A holder of degrees in Economics and Political Science conferred by the University of Massachusetts and London School of Economics. Earned a Juris Doctorate (JD) in law at the University of Miami, focusing on Commercial and Admiralty Law.

In his 30 year career, Paul has applied his business acumen on behalf of FMCG leaders in 20 countries, including over 20 years in Russia and Poland.

Paul first arrived to Eastern Europe (specifically to Russia) in 1995 and came to Poland when Hortex Holdings S.A. the largest juice and food processing company in Eastern and Central Europe, engaged him as Vice President and General Manager. The shareholders charged him with the challenge of restructuring operations and sales, developing new business and markets and leading strategic planning. His success at Hortex motivated the US-Russia Investment Fund, Delta Capital Management, to recruit him as Senior Vice President and Head of Direct Investment. Several of Russia's leading domestic and multinational companies, including Sun-Interbrew, CTC Communications, Saint Springs Water and Lomonosov Porcelain Factory, have recognized his expertise by appointing him on their respective management boards.

Currently he is the Chairman of the Prologics Group, specializing in logistics, department store retail, medical disposables, and outsourcing, mainly in Russia and Poland."

Biographical Note of Tomasz Misiak

The founder and the President of the Supervisory Board of Work Service S.A, the leader of the HR services in Central Europe, listed on Stock Exchange. In the years 1999-2007 he served as Vice-President of the Management Board of work Service S.A. Owner and the manager of Mizyak Investment Fund LTD. Currently presiding in Supervisory Boards of the following companies: Exact Systems Sp. z o.o., MM Conferences S.A. which is a company listed on the New Connect. Previously he was a member of Supervisory Boards of the companies Hawe S.A., IDM S.A. and IT Kontrakt Sp. z o.o. He serves as the President of "Świat Idei" (World of Ideas) Foundation, publisher of the Polish edition of Project-Syndicate. From 2012 he has served as the Vice-President of Employers of Poland.

He has rich experience in the social and political operations. After the activity period in student organizations he began self-government activity in Wrocław Town Council where he served as the Chair of the Economic Initiative Commission. In 2005-2011 as a Senator of the Republic of Poland he served as the Chair of the Economy Committee and participated in the operations of the European Commission.

He received numerous business awards, including Teraz Polska (Poland Now), Przedsiębiorca Roku (Entrepreneur of the Year) Ernst & Young, Lider Przedsiębiorczości (Entrepreneurship Leader), or Market Leader, Manager of the Year. Graduate of the Wrocław Academy of Economics (now University of Economics), IESE Business School and Global Leadership Seminar Georgetown University.

Biographical Note of Tomasz Hanczarek

Appointed as Vicepresident of the Supervisory Board in January, 2016. In 2010 – 2015 he held position of President of the Management Board. He earned a degree in Economics at the Wrocław University of Economics, Faculty of Management and Computer Science. Co-founder of Work Service and long-time member of the company's supervisory board. Responsible for the creation and development of the Group's specialized HR outsourcing services. Frequent contributor of articles on economic and HR issues in the professional press.

Biographical Note of Krzysztof Kaczmarczyk

Graduate of Warsaw School of Economics specialised in finance and accounting and former auditing student of University of Warsaw in International Relations.

He started working in 1999 and until 2008 he worked in Deutsche Bank in Poland (DB Securities S.A.) where he performed the function of the Deputy of the Department of Stock Market Director and Stock Market Analyst for the CEE region. In the period 2008-2010 he performed diverse managing functions in Grupa Telekomunikacja Polska S.A., including the function of the Director of Strategy and Development Department. In the period 2010-2011 he worked in a brokerage house of the Swiss investment bank Credit Suisse in Poland. In the period 2010-2011 he performed the function of Vice-president of the Management Board for Strategies and Development in the Emitel company, the leading television and radio network operator in Poland.

Since 2016 he is the Advisor of the Management Board of KGHM Polska Miedź S.A. Additionally, he is currently an independent member of the Supervisory Boards of the companies listed on the WSE - Gielda Papierów Wartościowych S.A. (since 2017), Arteria S.A. (since 2017), Braster S.A. (since 2017), BSC Drukarnia Opakowań (since 2017), Europejski Instytut Miedzi (since 2016), KGHM TFI (since 2016), Action S.A. (since 2016), Work Service S.A. (since 2016), TIM S.A. (since 2016), SARE S.A. (since 2015) and a Member of Board of Directors – European Copper Institute in Brussels (since 2016).

In the past, he gained his 10-year experience as a member of supervisory boards of both private companies and companies listed on the WSE - KGHM Polska Miedź S.A., KGHM International, Best S.A., Integer S.A., Magellan S.A., Robyng S.A., InPost S.A., Polimex-Mostostal S.A., Duon S.A., Polish Energy Partners S.A., Graal S.A., Wirtualna Polska S.A., 4fun Media S.A., TP Edukacja and Wypoczynek Sp. z o.o., TP Emitel Sp. z o.o.

Krzysztof Kaczmarczyk meets the requirements of independence referred to in the rule II.Z.4 of the “Good practices of the companies listed on the WSE 2016” document.

Biographical Note of Everett Michael Kamin

Boston University School of Management awarded Everett a Bachelor of Science in Business Administration in Finance and Accountancy in 2001. His peers honored Everett by electing him to create and supervise the University's Financial Club. He is a licensed Accredited Asset Management Specialist and possess Series 7 certification from the American Financial Industry Regulatory Authority.

Upon graduation, he gained hands-on experience in preparing and implementing financial plans for small and medium sized business as a Financial Consultant at t A.G. Edwards & Sons. As a Strategic Analyst, he led the group responsible for seeking out potential business opportunities at Sovereign Bancorp (purchased by Santander Bank in 2009). Later the financial planning consultancy, Aria Partners, recruited him as a hedge fund researcher.

This varied analytical experience empowered Everett to join Merrill Lynch/Bank of America Securities. This industry leader put him in charge of identifying and modeling capital requirements, analyzing the liquidation scenarios in order to recapture invested funds, creating models which take into account the dept instruments in order to carry out transactions, conducting stress-tests and analysis to determine the price and profitability of transactions, building cash flow models for forecast and analysis.

Biographical Note of Piotr Maciej Kamiński

He completed the Faculty of Administration at the University of Warsaw, and was granted Master's degree in Administration. He completed: International Postgraduate Programme Tempus - CUBIS (Curriculum In Business Information Systems) at Catholic University of Milan, Catholic University of Leuven and University of Amsterdam. He is a graduate of „International Institute of Securities Market Development”, arranged by US SEC and IESE Business School - Advanced Management Program, University of Navarra.

He held following positions in the management boards of commercial law companies:

1. 2011 - 2013 Member of the Finance Board; he also acts as President of the Management Board of Totalizator Sportowy Sp. z o.o.
2. 2010 – 2011 Member of the Supervisory Board of PZU S.A. and Member of the Supervisory Board Committee of PZU S.A. for IPO (for the State Treasury)
3. 2006-2009 President of the Management Board of Bank Pocztowy S.A.
4. 2003-2006 Member of the Management Board supervising the Organizational Market and Treasury Area at PKO Bank Polski S.A.
5. 2000-2003 Vice President of the Management Board of Giełda Papierów Wartościowych w Warszawie S.A.,

He held following positions in central offices of the government administration:

1. 1994-2000 – Director of the Public Limited Companies and Finances Department of Securities and Exchange Commission.
2. 1992-1994 – Head Officer of department of the securities issuance of Securities and Exchange Commission.
3. 1998-2001 member of State Examination Commission for Investment Advisers

He holds the positions of the independent Member of the Supervisory Board of Budimex S.A. and independent member of the Supervisory Board Wielton S.A., and member of Audit Supervision Authority appointed by Minister of Finance for employer association.

Moreover, he held positions of, e.g. : President of Warsaw Stock Exchange Council, Chairman of the Supervisory Board of MGW CCG Sp. z o.o., independent Member of the Supervisory Board of Idea Bank S.A., independent Member of the Supervisory Board of Rubicon Partners NFI S.A, independent Member of the Supervisory Board of Pamapol S.A., Chairman of the Supervisory Board of Pentacomp Systemy Informatyczne S.A., Member of the Supervisory Board of the Polish Information and Foreign Investment Agency, Chairman of the Supervisory Board of Bankowy Fundusz Leasingowy S.A., Chairman of the Supervisory Board of Wawel Hotel Development Sp. z o.o. (Sheraton Hotel in Cracow), Chairman of the Supervisory Board of Centralna Tabela Ofert S.A. (Bond Spot currently)

He also holds the position of the Vice-president, member of presidium and Treasurer of Employers of Poland.