

Grzegorz Pinkosz

Since 21.12.2009, I have acted as President of the Management Board of TOYA S.A. in Wrocław.

From 1989 to 1994, I studied at the Department of English Philology at the University of Wrocław and obtained a Master's degree in Philology. From 1999 to 2000, I undertook the postgraduate course "Effective manager of a modern company" at the Wrocław University of Economics and Business.

I have the following professional experience:

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| 2019-present | Board Member of YATO TOOLS (JIAXING) CO.,LTD |
| 2009-present | President of the Management Board of TOYA S.A. |
| 2008-present | Vice-Chairperson of the Management Board of YATO TOOLS (Shanghai) Co. Ltd (formerly: YATO China Trading), which is a company controlled within the TOYA Capital Group |
| 2005-present | Administrator of TOYA Romania S.A. with its registered office in Bucharest, which is a subsidiary of the TOYA Capital Group |
| 2004-2009 | Vice-President of the Management Board of TOYA S.A., Export Director |
| 2000-2004 | Sales Specialist at TOYA S.A. |
| 1999-2000 | Sales Specialist at TOYA Import Exports s.c. |

Maciej Lubnauer, FCCA



Address

Education

1993 - 1996 University of Warsaw
Master's degree of the Faculty of Management with a specialisation in finance

1981-1986 Łódź University of Technology
Master's degree in applied mathematics

Major training:

- 2009 Financial control system in line with the American SOX Act (Ernst & Young Academy of Business)
- 2008 Preparation for the state examination for tax advisor (BDO)
- 2007 CIT on acquisitions and mergers (Cann Financial Advisory)

Membership in international professional organisations

2006/2007 ACCA (The Association of Chartered Certified Accountants) – obtaining a diploma and full membership status (FCCA)

Professional experience – key responsibilities

2012-present Financial Director – Member of the Management Board of Toya SA (Wrocław) – public company listed on the Warsaw Stock Exchange since 2011

- (since 2014-present Vice-President of the Management Board)
- *managing the entire financial affairs of the Toya Capital Group, consisting of the parent company Toya S.A (Wrocław), Toya Romania (Bucharest), Yato Toois (Shanghai), Yato Tools (Jiaxing)*
 - *responsibility for accounting, controlling, administration and legal department, reporting obligations of a public company*
 - *management of working capital and, in particular, the policy of granting trade credits to a group of more than 1,000 customers*
 - *responsibility for preparation of Group to non-financial reporting (ESG)*
 - *reducing operating and financial costs, increasing the capital in the parent company and subsidiary, buyback of own shares, management of transfer pricing documentation and currency risk mitigation policies, contract negotiation.*
 - *introducing continuous improvements in accounting and controlling procedures*
 - *cooperation with auditors, brokerage houses, banks, tax and legal offices*
 - *contacts with capital market representatives, financial analysts*

Censor(Toya Romania)

Supervisor (Yato Tools Jiaxing)

2009-2010 Financial Director – Member of the Management Board – IZNS Iława S.A., (Iława, Warmian-Masurian Voivodeship) public company listed on the WSE

- *managing the financial and accounting division of a capital group consisting of three entities, consolidation of financial statements, supervision of compliance of law of securities markets*
- *preparation of management information, budgets and financial reports for the Management Board and Supervisory Board*
- *preparation of companies of the group to go public – modification of the chart of accounts, modification of cost accounting, implementation of new integrated IT system*
- *creation of an accounting service centre for the group*
- *managing the financial liquidity of the group*

2007-2009 Financial Director – IMI International sp. z o.o. (Olkusz, Lesser Poland Voivodeship) – a company belonging to a British capital group

- *financial, accounting and liquidity management of the company and its international branches (Armenia, Azerbaijan, Georgia, Kazakhstan, Uzbekistan)*
- *determination of periodic consolidated financial results*
- *coordination of budget planning and control*
- *financial and accounting support for the development of other companies in the group investing in Poland*
- *overseeing the implementation of the marketing budget (for Central and Eastern Europe)*

2003-2007 Financial Director – member of the management board – FSE Tamel S.A.(Tarnów, Lesser Poland Voivodeship) – one of the largest European companies (employing around 1,500 people) in the electric motor sector belonging to a group of companies listed on the Vienna and Singapore Stock Exchange

- *transfer of assets and production of two factories from the UK to Poland as part of the group's restructuring project (project value GBP 16.5 million)*
- *leading a project to increase the company's share capital*
- *participating in the development of the group's strategy and its implementation*
- *co-management of the project to introduce new products into production and sales*
- *responsibility for internal and external reporting according to Polish and international standards*
- *cooperation with banks, auditors (PwC, Deloitte), legal advisors, leasing companies, factoring companies, tax and customs administration, Social Insurance Institution (ZUS), NBP*

- *responsibility for all financial matters and in particular for accounting, controlling, payroll, IT (SAP), purchasing, logistics*
 - *good results of tax office audits*
- 2003 Financial Director – Chief Accountant - Roto – Frank sp. z o.o. (Lubartów, Lublin voivodship)
- *a company belonging to a German capital group*
 - *organisation of the company's branch in Warsaw*
 - *organisation of a representative office in Moscow, development of financial controlling tools to maintain high profitability of the company, annual increase in turnover by approx. 20%*
 - *positive results of inspections by the Fiscal Control Offices and the NBP*
 - *participation in the project to relocate production departments from Germany to Poland*
 - *preparation of financial statements, reports in accordance with Polish and corporate standards*
 - *modification of the chart of accounts to accommodate an expanded control system*
 - *responsibility for all financial matters and in particular the accounting, controlling and IT departments*
- 1999 – 2000 Financial Director of the FMCG group with large logistics department – “Nowakowski” Sp. z o.o. (N. Dwór Mazowiecki, Masovian Voivodeship)
- *implementation of a major investment programme (extension of halls, purchase of machinery and equipment) and organisation of its financing*
 - *negotiating very good terms for fundamental contracts*
 - *building a management accounting department and introducing financial controlling tools, optimised management of the company's working capital by negotiating very favourable contracts with suppliers*
 - *amending the company's chart of accounts to accommodate the needs of controlling*
 - *responsibility for all financial matters and in particular, for the accounting, controlling, purchasing, IT and payroll departments*
- 1996 – 1999 Financial Director, member of the management board – ZWSS “Belos” S.A. (Bielsko - Biala, Silesian Voivodeship)
- *building a financial controlling department*
 - *gaining high net profitability and becoming the most efficient company in the Western NFI portfolio*
 - *optimal management of working capital, achieving a very good turnover ratio of receivables*
 - *implementation of an IT system for production cost accounting*
 - *responsibility for all financial matters and, in particular, for the accounting, controlling, payroll and IT departments*
- 1996 Head of the Analysis and Dealer Team at the headquarters of the Brokerage House of Powszechny Bank Gospodarczy S.A. (Łódź)
- *economic and financial analysis of companies admitted to public trading*
 - *management of the Brokerage House's dealer fund by investing in securities listed on the Warsaw Stock Exchange*
- 1986 – 1994 Łódź University of Technology, Institute of Information Technology, assistant

Robert Borys

Since 01.12.2009, I have been since the IT Director of TOYA S.A. in Wrocław. From 2002 to 2005, I studied at the Faculty of Information Technology and Administration of the “Copernicus” University of Information Technology and Management in Wrocław and obtained the title of engineer of computer systems and networks. From 2005 to 2007, I studied at the Faculty of Electronics, Automatics and Informatics of the Opole University of Technology.

I have the following professional experience:

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| 2022-present | Vice-President of the Management Board at TOYA S.A. |
| 2021-present | Censor of TOYA ROMANIA S.A. with its registered office in Bucharest, which is a subsidiary of the TOYA Capital Group |
| 2020-2022 | Chairperson of the Supervisory Board TAILORED MOBILESOLUTION SP. Z O.O. |
| 2016-2022 | President of the Management Board of GOLF TELE SP. Z O.O. |
| 2011-2016 | President of the Management Board of GOLF TELECOM SP. Z O.O. |
| 2009-present | IT Director at TOYA S.A. |
| 2005-2009 | Deputy IT Director at TOYA S.A. |
| 2004-2005 | Computer network administrator at TOYA S.A. |

Jan Szmidt

Since 09.2021, I have been serving as the Market Analysis Specialist at TOYA S.A. in Wrocław. From 2014 to 2018, I studied at the Faculty of Business Administration at the Wrocław School of Banking.

I have the following professional experience:

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| 2021-present | Market Analysis Specialist |
| 2023-present | President of the Management Board of Unibase Sp. z o.o. |
| 2024-present | Member of the Management Board of YATO Tools Shanghai Co., Ltd., |