

Biographical note

Zenon Beker

Graduate of the Faculty of Electrical Engineering (current name: Faculty of Electrical Engineering and Automation) of the Gdańsk University of Technology.

He has many years of experience in automation, IT and management, having worked as:

- research and teaching employee at the Faculty of Electrical Engineering, Gdańsk University of Technology, leading a research team in the field of microprocessor technology applications;
- Member of the Management Board of Prokom Software S.A. responsible for software development for banking, insurance and capital markets;
- Member of the Management Board of Wirtualna Polska S.A. responsible for applied IT solutions and projects in the area of e-business;
- Consultant in the architecture, design and implementation of information systems (JDG).

20.06.2024

Dariusz Górka

I have served as a member of the Supervisory Board of TOYA S.A. since 14 February 2011 and as an independent member of the Audit Committee with accounting expertise from 27 July 2011 to January 2023. I am not employed by the Company under a contract of employment.

In 1989, I graduated from the Faculty of Precision Mechanics at the Warsaw University of Technology and obtained my MSc in Mechanics with a specialisation in Biomedical Engineering. In 1996, I graduated from NYU, Stern School of Business, New York, USA – MBA with a specialisation in finance.

Since 1996, I have been a member of the Institute of Management Accountants (IMA) in Newark, NJ, USA. I obtained a CFM – Certificate in Financial Management from the Institute of Management Accountants (IMA) in 1998 and a CMA – Certificate in Management Accounting from the Institute of Management Accountants (IMA) in 2000.

I have the following professional experience:

2011-present – Managing Partner of the 21 Concordia Fund, Warsaw

2009-2011 – Partner Warsaw Equity Group Sp. z o.o., Warsaw

2007-2009 – Vice-President, Prokom Investments SA, Gdynia

2003-2007 – Financial Vice-President, Prokom Software SA, Warsaw

2001-2002 – International Finance Manager – UTC., Pratt & Whitney, CT, USA

1998-2000 – Financial Vice-President, Bresnan Polska, Warsaw

1996-1997 – International Finance Manager, Johnson & Johnson, NJ, USA

1992-1994 – Financial Analyst – Merrill Lynch & Co., NY, USA.

I am currently Managing Partner of the private equity 21 Concordia fund and a member of the supervisory boards of Toya S.A., Hollywood S.A., Biochem Technologies Sp. z o.o.. In addition, over the past five years I have been a member of the management board of 21 Concordia Sp. z o.o. and a member of the supervisory boards of the following companies: Digitree S.A., Monevia Sp. z o.o., VGL Sp. z o.o., aPaczka Sp. z o.o.

Grzegorz Maciąg

I am a graduate of the Faculty of Law and Administration of the University of Gdańsk 1985-1991, and since 1994 I have been a legal adviser (Regional Chamber of Legal Advisers in Gdańsk). Between 1994 and 2005, I worked as a legal advisor at PROKOM Software S.A. with its registered office in Warsaw, as well as at the company that was the legal predecessor of PROKOM Software S.A.

From 2000 to 2005, I acted as a member of the Management Board of Prokom Internet S.A. From 2002 to 2004, I was a member of the Supervisory Board of Wirtualna Polska SA. From 2005 to 2007, I was a member of the Management Board of PROKOM Software SA and a member of the Supervisory Board of Asseco Poland SA. From 2007 to 2009, I was a member of the Management Board of Prokom Investments S.A. and a member of the Supervisory Board of Pol-Aqua S.A. with its registered office in Piaseczno.

I have acted as a member of the Supervisory Board of TOYA S.A. since 14 February 2011, and from 27 July 2011 to January 2023 I also acted as a member of the Audit Committee of the Supervisory Board of Toya S.A.

I also currently serve as a member of the Management Board of MS FUND Sp z o.o. with its registered office in Gdynia.

I do not carry out any activity outside the Company that would be of material importance to the Company, nor do I have any family connections with persons who are members of the Company's bodies.

Grzegorz Maciąg

Piotr Mondalski

Since 14 February 2011, I have been a Member and the Chairperson of the Supervisory Board of TOYA S.A. I am not employed under a contract of employment.

I graduated from the Gdańsk University of Technology, Faculty of Technical Physics and Applied Mathematics with MSc in Physics in 1982 and PhD in Physics in 1992.

I have many years of experience in managing large companies and leading business projects critical to the success of the company. For more than 10 years I was a member of the Management Board and Vice-President of Prokom Software S.A., a leader in the Polish IT market, and before that, for nearly 4 years, I was Vice-President of Prokom Computer System, a private company later transformed into Prokom Software S.A. I also served for 2 years as CEO of the Polish branch of the American IT company Informix Software. During my work in the IT sector, I also served as Vice-Chairperson of the Supervisory Board of Softbank S.A. for 4 years (now Asseco Poland S.A.) and for 2 years as Vice-Chairperson of the Supervisory Board of Postdata S.A., an IT company whose shareholders are Poczta Polska and Asseco Poland S.A. (then Prokom Software S.A.).

Piotr Mondalski

CURRICULUM VITAE

Name and surname: Wojciech Bartłomiej Papierak

Date of birth: 31.07.1967

Address

Phone:

E-mail:

Professional profile:

Successful manager with many years of banking and capital market experience. Highly competent in managing change processes including banking management, led restructuring processes, creation and management of shared services centres, participation in M&A projects, IPOs. Creation and implementation of product and sales strategies in retail banking. Proven management skills in practice to prepare and effectively implement business strategies resulting in the growth of managed companies. Effectiveness in managing large human teams and high budgets.

Career highlights:

- 12.2018-04.2024 [EDC Expert Direct Communication Sp z o.o.](#), President of the Management Board of a company belonging to one of private equity. The company operates in the B2B field and is the largest independent letter shop in Central and Eastern Europe, serving mainly banks, insurance companies, telecommunications companies, etc.
- 04.2018-10.2018 [Plus Bank SA](#), Vice-President of the Management Board serving as the President of the Management Board responsible for managing the company and preparation of the update of the Restructuring Programme (closing of 2017, implementation of FSA recommendations and IFRS9).
- 10.2013-04.2016 [FM Bank PBP SA](#), Vice-President of the Management Board responsible for the corporate banking division (credits and loans, micro-enterprises, SME, project finance and treasury) and individual customer.
- 07.2011 - 09.2013 [Grupa Polskiego Holdingu Nieruchomości SA](#), President of the Management Board – restructuring of the companies comprising Polski Holding Nieruchomości Group (merger of companies, optimisation and centralisation of business processes) of the largest, state-owned company managing real estate assets worth approx. PLN 2 billion and conducting an IPO on the Warsaw Stock Exchange.
- 07.2008 - 06.2011 [PKO BP SA](#), Vice-President of the Management Board responsible for retail banking area – responsibility for the product offering, customer acquisition, credit and loan sales and distribution channels – including mainly the network of more than 1,200 own branches and Inteligo, PKO BP's online brand. From July to September 2009, serving as the President of the Management Board (responsible for a capital increase by PLN 5.2 billion). Originator and sponsor of the project to create a shared services centre at the Bank.
- 11.2006-06.2008 [Nordea Bank Polska SA](#) Vice-President of the Management Board in charge of Logistics and Security Operations Division – establishment of a central back office for the Bank, taking over and centralising activities previously performed in the branches (including the preparation and implementation of a mass printing process), improving efficiency; creation, within the TURBO project (200 new bank branches), of a new operational service model for the Bank's outlets.
- 12.2002-10.2006 [Centrum Rozliczeń i Informacji CERI Sp. z o.o.](#) (BRE Bank SA Group) President of the Management Board, CEO responsible for business management and directly supervising the areas of finance, human resources and logistics, operations of the retail banking division of BRE Bank SA
- 04.2000 - 03.2003 [BRE Bank](#) , Head of Retail Banking Commercial Management Department– implementation of the retail banking development strategy at BRE Bank and direct supervision of the areas of marketing and sales, distribution channels, products (as part of

- mBank and MultiBank projects). Then Head of Retail Banking Operational Support Department – creating and managing an efficient back office for BRE Bank SA’s retail banking area with a restrictive cost policy.
- 1998 - 2000 [Powszechna Kasa Oszczędności Bank Państwowy](#), Head of the Retail Banking Department – responsible for the entire offering to retail customers (deposits and credits).
- 1995 -1998 [Powszechny Bank Gospodarczy](#) in Łódź, serving as director of the Customer Service Department, in Kasa Oszczędnościowo Budowlana (Savings and Building Society) created within Pekao SA Group – responsibility of the team creating and implementing banking products (credits, deposits, debt trading).
- 1993-1995 [Polski Bank Inwestycyjny SA](#) Branch in Piotrków Trybunalski, Banking assistant – customer service

- Member of the Supervisory Boards of, among others, TOYA S.A. with its registered office in Wrocław (now), Warszawski Holding Nieruchomości SA, AGRO-MAN SA, PKO TFI SA, Bank Pocztowy SA, PTE Bankowy SA, Kredobank SA with its registered office in Lviv, Bank Częstochowa SA, Biuro Informacji Kredytowej SA,
- Member of the Executive Committee of the European Mortgage Federation with its registered office in Paris (2009-2011),
- Member of the Board of Directors of Visa Europe with its registered office in London (2008-2011).

Language skills:

English – very good

German – basic

Russian – good

Education:

1982-1986 Bolesław Chrobry General Secondary School No. 1 in Piotrków Trybunalski

1987-1993 Faculty of Law and Administration, University of Łódź, graduated with satisfactory grade, obtained: Master of Law

2011 Passed exam for candidates for members of supervisory boards of state-owned companies

Interests:

- history of the second world war
- science fiction literature
- running

Beata Szmidt

From 05.12.2001 to 23.03.2006 and then from 20 November 2018, I served as a member of the Supervisory Board of TOYA S.A. I am not employed by the Company under a contract of employment.

I graduated from the Faculty of Psychology at the University of Wrocław in 1990.

As a long-standing shareholder, I am familiar with the specifics of operations of Toya S.A.

Jan Szmidt

Since 13 January 2011, I have served as a member of the Supervisory Board of TOYA S.A., since 14 February 2011 also as Vice-Chairperson of the Supervisory Board and from 6 March 2014 to January 2023 as a member of the Audit Committee.

I have a incomplete university education and extensive experience in business development, confirmed by many successes on the Polish and international markets. From 1983-1988, I studied at the Faculty of Civil Engineering and the Faculty of Computer Science and Management at the Wrocław University of Technology. I am a co-founder and initiator of TOYA S.A., and have been actively involved in the creation of strategic development concepts with the creation of organisational structures and synergy and group expansion strategies.

I have been managing investment and business projects in Poland and Europe for more than a dozen years, and have been intensively developing projects in South East Asia for several years.

Currently, I also serve as the "legal person" of a TOYA Group company, i.e. YATO Tools (Shanghai) Co. Ltd (formerly: Yato China Trading) and Board Member at YATO TOOLS (JIAXING) CO.,LTD

I am currently a partner in the following companies:

Toya Development Sp. z o.o. in Wrocław,

Golf Tele sp. z o.o. in Wrocław,

TOYOTA Katowice sp. z o.o. in Katowice,

Jesionowa 40 Sp. z o.o. in Wrocław,

Jesionowa 40 Sp. z o.o. S.K.A. in Wrocław,

GC Investments S.A. in arrangement bankruptcy in Katowice,

Scubatech Sp. z o.o. in Szczecin,

Toya Development sp. z o.o. S.K. (formerly: TOYA Development Sp. z o.o. SKA).

Jan Szmidt