

Appointment of a Management Board Member

The Management Board of Selena FM S.A. (the “Company” hereby announces that today the Company's Supervisory Board has adopted a resolution appointing Mr Artur Ryglowski to the Company's Management Board in the role of a Management Board Member.

Professional profile of the new Management Board Member:

In 1997–1998, served as Deputy Manager of the Soaps and Liquids Department at Cussons Polska S.A. (an international producer and distributor of household chemicals and cosmetics), with a responsibility for:

- supervising the soaps and liquids production unit (about 120 people)
- managing the unit during the flood in 1997, being in charge of flood recovery
- implementing process improvement measures and ensuring repeatable quality of processes and products.

In 1998–2006, worked with SANOFI group (a global leader in the pharmaceutical industry) in Poland as Deputy Industrial Director with a responsibility for:

- managing the production and the actions supporting production processes (technical, validation, continuous improvement and transfers unit, 120 people in total)
- maintaining contacts with the Paris headquarters, coordinating transfer, investment and continuous improvement actions

– developing budgets, 3-year and long-term plans for the plant in Rzeszów

– managing and leading the projects that were critical to the plant's development (transfers, investments, systems)

– implementing SAP ERP at the plant in Rzeszów (PP, QM, MM, WM, CO modules)

and in 2003-2005, in France, as Project Manager, with a responsibility for:

- managing the benchmark project for the production of the company's top products which generated a turnover in excess of EUR 1 billion
- pursuing projects designed to optimise the use of resources (production capacity, process efficiency, OEE, labour-intensity, repeatability of processes, product complaint levels).

In 2006-2014, worked at US Pharmacia (a leader in the OTC medicines market in Poland) as Production Director and Plant Manager; served as the company's signing officer and a Management Board Member with a responsibility for:

- managing the pharmaceutical plant for solid drug forms (about 280 people)
- developing and delivering the plant's agreed long-term strategy
- assessing industrial units in the M&A processes
- coordinating and implementing key projects (transfers, investments, implementation of new technologies)
- developing continuous improvement systems – Operational Excellence
- developing IT systems, including SAP, as Deputy Chairman of the Steering Committee
- benchmark-based development of processes and organisations (McKinsey Audits, companies from the pharmaceutical industry and others)
- developing leadership skills, building a commitment culture and a friendly employer image.

In the years 2015-2017, worked for Agila Specialties Polska, a Polish arm of the American MYLAN Group (a global leader in the production of generic medicines) as General Manager, at the same time acting as an independent Commercial Proxy, with a responsibility for:

- managing the pharmaceutical plant of sterile drugs forms (about 190 people)
- the plant's business transformation from the B2B to B2C model
- technological transformation and replacement of the key machine stock
- cultural transformation – developing leadership skills and building a commitment culture.

Mr Artur Ryglowski obtained a PhD in Chemical Sciences from the Wrocław University of Technology. To complement his knowledge gained at the Polish university, he completed postgraduate studies in industrial systems and projects management at French universities Grandes Ecoles in Paris, Lyon and Saint-Etienne.

Artur Ryglowski submitted a statement to the Company confirming that he is not engaged in any business in competition against the Company, and that he does not act in any competitive company as a partner in a civil partnership, a limited partnership or as a member of a governing body of a corporation, or in any other competitive legal person as a member of its body. Moreover, the newly appointed Management Board Member is not entered in the Register of Insolvent Debtors, maintained pursuant to the National Court Register Act.