

Appointment of a Management Board Member

The Management Board of Selena FM S.A. (the “Company”) hereby advises that today the Company’s Supervisory Board has adopted a Resolution appointing Ms Agata Gładysz as a Management Board Member as of 1 March 2017. Ms Agata Gładysz will also assume the role of Development Director.

Professional profile of the newly appointed Management Board Member

In the years 1999–2005, she acted as Trade Director (Commercial Proxy) with Fosroc Construction (an international producer and distributor of construction chemicals with turnover of USD 300 million globally), with a responsibility for:

- implementing in Poland modern industrial, road and bridge construction products and solutions alongside marketing programmes focused on contractor education in the Polish market;
- designing and implementing products dedicated for the Polish economic segment;
- managing product and brand positioning and managing the pricing policy;
- building the portfolio of customers and developing sales and distribution channels in Poland in the B2B channel based on technical and trade competence;
- sourcing products from the Group’s foreign affiliates based on technical aspects and value chain of the offer.

In the years 2005–2007, she acted as Marketing and Sales Director at AXA Stenman (an international producer and distributor of building hardware, active in the recreational and sports sector, with turnover of USD 100 million p.a) with a responsibility for:

- managing sales development in PL RU EECA and CE markets;
- marketing strategy;
- developing and deploying product lifecycle management processes and product offer development processes based on market demand analyses, taking into account technological conditions of production;
- diversifying the Company’s revenue streams by designing and implementing dedicated propositions for different price segments and local markets.

In the years 2007–2016, she worked at Selena FM S.A. as Head of the Polyurethane Foams Business Unit; Member of the Group’s Executive Board, Member of Supervisory Boards at subsidiaries. She was responsible for:

- developing long-term growth strategies and implementing them in cooperation with local Companies;
- managing the BU's financial performance;
- developing and introducing an innovative product portfolio dedicated for selected segments and markets;
- building teams, organisational structure, processes and work technology of the foams R&D unit and rolling out solutions at foreign production Companies;
- supervising the production, technological and development projects abroad, e.g. in China and Turkey;
- contributing to the Group's development strategy and annual plans;
- implementing the PLM process based on modern co-creation and design thinking tools.

In the years 2016–2017, worked with VOX Profile (Polish producer of finishing materials for buildings and interiors, active in international markets) – participated in the project of designing and implementing structures, competences, processes and tools for business diversification through the Company's global development based on an innovative, recognised product portfolio adapted to the needs of the local markets.

Ms Agata Gładysz obtained an degree, with distinction, in International Economic Relations from the Upper Silesian Academy of Entrepreneurship. She also completed studies at the School of Banking in Poznań, specialisations: Controlling and Corporate Finance Management.

Ms Agata Gładysz has made a statement to the Company to the effect that she does not conduct any business that would be in competition against the Company's activities and that she does not participate in any competitive entity as a partner in any partnership or as a member of a governing body of any corporation; likewise, she does not act as a member of a governing body of any competitive legal person. The appointee is not entered in the Insolvent Debtors Register maintained under the Act on National Court Register.