

LUG S.A. Management Board

President of LUG S.A.
Management Board

Ryszard Wtorkowski

Age 52, he has been involved with LUG since the beginning of his professional career.

From 2002 to 2007, held the position of President of LUG Sp. z o.o. Management Board; after the company was transformed into a joint-stock company, Ryszard Wtorkowski became President of LUG S.A. Management Board. He also holds the position of President of the Management Board of LUG Light Factory Sp. z o.o.

Ryszard Wtorkowski actively supports a number of organisations committed to integrating the business, science and capital market communities. Between 2007 and 2009, he was a Member of the Management Board of the Lubusz Land Employers Organisation. Since 12 September 2008, he has been an ordinary member of the Polish Association of Listed Companies. On 9 May 2011, Ryszard Wtorkowski was nominated Chancellor of the Lubuskie Lodge of the Business Centre Club and has performed this function while at the same time holding the position of Vice-President of the BCC Management Board, Ryszard Wtorkowski is also a member of other organisations, including the Lubuskie Chamber of Construction, the Association of Lighting Manufacturers Pollighting, the Western Chamber of Industry and Commerce. In January 2012, Ryszard Wtorkowski was elected Manager of the Year 2011 in a popularity poll run by Gazeta Lubuska daily, and in March 2012 became a Member of the Management Board of the Zielona Góra Metropolitan Area Association.

Ryszard Wtorkowski is an electronics engineer by profession. He has developed his professional qualifications attending a number of courses and trainings in management, negotiations, logistics, finance, budgeting, and valuation of companies.

Professional career:

- **1989 - 2001** Partner and founder of LUG Wtorkowski i S-ka
- **2001 - 2007** President of LUG Sp. z o.o. Management Board
- **2007 until now** President of LUG S.A. and LUG Light Factory Sp. z o.o. Management Boards
- **2011 until now** Chancellor of Lubuskie BCC Lodge and Vice-President of BCC Management Board



Vice-President of LUG S.A.
Management Board

Mariusz Ejsmont

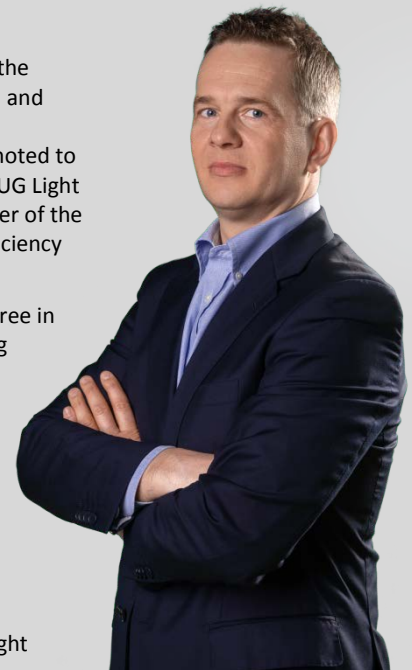
Age 43, he began his professional career in 1994 at ELTOR-POL Sp. z o.o.; from 1996 held the position of Deputy Technical Director at Elektrohurt. In 1997, Mariusz Ejsmont joined LUG and took the position of Technical Director.

In 2007, he became a Member of the LUG S.A. Management Board, and in 2011 was promoted to the position of Vice-President of the LUG S.A. Management Board and a Member of the LUG Light Factory Sp. z o.o. Management Board. In January 2012, Mariusz Ejsmont became a member of the Auditing Committee of the Lubuskie Cluster of Renewable Energy Industry and Energy Efficiency Association.

Mariusz Ejsmont graduated from the University of Zielona Góra and holds a Master's degree in Electrical Engineering. He has been continuously expanding his knowledge by participating in a range of courses, trainings and foreign seminars.

Professional career:

- **1994 – 1995** Eltor-pol Sp. z o.o.
- **1996** Deputy Technical Director at Elektrohurt
- **1997 until now** Technical Director at LUG Sp. z o.o., then at LUG Light Factory
- **2007 until now** Member of LUG S.A. Management Board
- **2011 until now** Vice-President of LUG S.A. Management Board and Member of LUG Light Factory Management Board



Member of LUG S.A.
Management Board

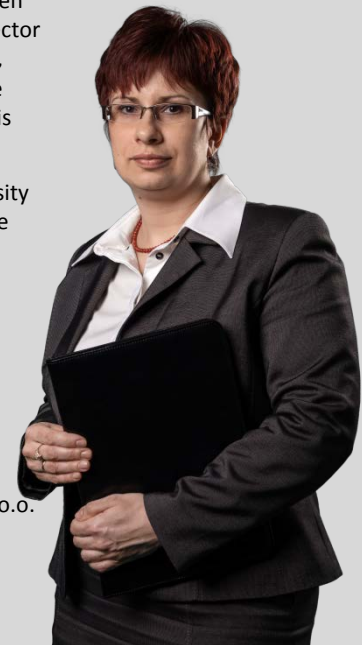
Małgorzata Konvs

Age 39, she began her professional career as an Accountant at LUG. Since then she has been continuously involved with LUG S.A. Capital Group. In 2007, she became the Financial Director at LUG S.A. Following the company's transformation and the incorporation of a subsidiary, she became the Financial Director at LUG Light Factory Sp. z o.o. and was promoted to the position of Member of the LUG S.A. Management Board, functions that she has held to this day.

Małgorzata Konvs holds a Master's degree in Engineering. She graduated from the University of Zielona Góra as a Marketing and Management major. She also completed post-graduate studies in accounting at Poznań University of Economics, and post-graduate courses in controlling at the University of Szczecin.

Professional career:

- **1998 – 2000** Accountant at LUG Sp. z o.o.
- **2000 – 2007** Chief Accountant at LUG Sp. z o.o.
- **2007 – 2008** Financial Director at LUG S.A.
- **2008 until now** Financial Director at the subsidiary company LUG Light Factory Sp. z o.o.
- **2007 – 2009** Member of LUG S.A. Management Board



LUG S.A. Supervisory Board

President of LUG S.A. Supervisory Board

Iwona Wtorkowska

Aged 52, she has been involved with LUG since the company's incorporation. She was first a partner at LUG Wtorkowski i Spółka. Between 2001 – 2007, she acted as an authorised signatory at LUG Sp. z o.o., and between 2003 – 2007 she was also the Management Board Representative for ISO. After the company was transformed into a joint-stock company, she was elected President of the LUG S.A. Supervisory Board by the Meeting of Shareholders and has held this position to this day. As a natural person, she runs a business under the name Luna Wtorkowscy Spółka Jawna. The partnership is responsible for the recruitment process, staff selection, and human resources and payroll services in compliance with the parallel policies of LUG S.A. and LUG Light Factory Sp. z o.o. under a contract dated 1 August 2008. Under the same contract, Mrs. Iwona Wtorkowska has acted as an authorised signatory for LUG Light Factory Sp. z o.o.

Iwona Wtorkowska graduated from the College of Pedagogy in Zielona Góra. She has also completed a number of courses and trainings for Management Board members.

Professional career:

- **1994 – 2001** Partner at LUG Wtorkowski i Spółka
- **2001- 2007** Authorised signatory at LUG Sp. z o.o.
- **2003-2007** Management Board Representative for ISO
- **2007 until now** President of LUG S.A. Supervisory Board
- **2008 until now** Authorised signatory at LUG Light Factory Sp. z o.o.



Member of LUG S.A. Supervisory Board

Renata Baczańska

Member of LUG S.A. Supervisory Board

Eryk Wtorkowski

Member of LUG S.A. Supervisory Board

Zygmunt Ćwik

Member of LUG S.A. Supervisory Board

Szymon Ziolo