Management Board

Piotr Janeczek, born 1955, holder of a higher technical qualification, is a graduate of the Academy of Mining and Metallurgy in Cracow, study area – metal physics, specialization - metal science.

Courses and trainings:

- „Quality Management System" compliant with the requirements of the PN-EN 29000/ISO standards of 9000 series;
- course in „Strategic Management" organized by the Durham University Business School;
- course in „Corporate Restructuring" organized by Intec Management Consultants International;
- course in „Industrial Enterprise Management" organized by the French-Polish Industrial Management Institute
- course for consultants in public trading of securities;

Listed among the candidates for supervisory boards in the sole shareholder companies of the State Treasury.

Professional history:

- from 1982 to 1992: employed at the T. Sendzimir Steel Works Electrical Sheets Research and Experimental Center,
- from1992 to 2000: President of the Stalprodukt S.A. Management Board,
- from 30 June 1999 to 30 June 2000: served as the President of the Stalprodukt S.A. Management Board and President of the T. Sendzimir Steel Works S.A. Management Board,
- from 2000 to 2001: President of the T. Sendzimir Steel Works S.A. Management in Cracow,
- from January 2002 to June 2004: Vice-President of the Board - Financial Director of Stalprodukt S.A.
- since June 2004 until the present moment: President of the Management Board – Chief Executive Officer of Stalprodukt S.A.

The appointed President of the Management Board does not conduct any other activity outside the Issuer's enterprise and is not entered in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Łukasz Mentel – born 1977, of higher technical qualification, graduate of the AGH University of Science and Technology in Cracow, Faculty of Energy and Fuels and Faculty of Management.

Postgraduate Courses and Studies:

- MBA studies, the Kozminsky University in Warsaw and Bradford University,
- Chief Accountant's Course, Polish Accountants Association,
- Postgraduate IAS/IFRS studies in "corporate financial reporting" Accountancy and Taxes Institute,
- Tax Experts and Advisers Study Center, Tax Studies Institute.

Employment History:

- from 2002 to 2003: Kredyt Bank S.A. Restructuring and Debt Collection Department in the Credit Risk Division,
- from 2003 to 2005: Cukier Królewski Sp. z o.o. *[cf. Royal Sugar Ltd.]* Receivables Management Specialist,
- since June 2004 until the present moment: President of the Management Board – Chief Executive Officer of Stalprodukt S.A.
- from 2005 until the present: employed at Stalprodukt S.A. At the positions:
  - 02.2005 –12.2013: Manager of the Finance and Risk Management Department,
  - 01.2014 – 07.2016: Financial Director – Proxy,
  - 07.2016 until the present: Member of the Board - Financial Director.

The appointed Member of the Management Board does not conduct any other business activity outside the Issuer's enterprise and is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Grzegorz Kryplewski – Member of the Management Board, born in 1976, legal counsel (*radca prawny*).

Core legal qualifications:

- Law – Faculty of Law and Administration, Maria Curie-Skłodowska University;
- European Law – Faculty of Law and Administration, Jagiellonian University (specialization: European Business Law, co-delivered with Lund University);
- Professional judicial training (*aplikacja sądowa*) – Court of Appeal in Kraków / Regional Court in Tarnów;
- Judicial examination – successfully passed before a commission appointed by the Minister of Justice in 2006;
- Admission to the register of legal counsel at the District Chamber of Legal Counsel in Kraków (registration no. Kr-1490) – 2007;
- Preparatory program for the Tax Advisor examination – Institute of Tax Studies (Instytut Studiów Podatkowych Modzelewski i Wspólnicy Sp. z o.o.) (in progress, until October 2026).

Supplementary studies and specialized courses, including:

- Banking – Kraków University of Economics;
- Accounting – Faculty of Management, AGH University of Science and Technology in Kraków;
- Financial Mathematics – Vizja University in Warsaw (certification course);
- Assessment of the Efficiency of Investment Projects – Poznań University of Economics and Business (certification course);
- Effective Compliance Program – University of Pennsylvania Law School;
- Financial Reporting specialization – University of Illinois Urbana-Champaign, Gies College of Business (course program, 2026).

Professional background:

- 1998–2002 – Eugeniusz Kwiatkowski Credit Union (SKOK) in Tarnów and Bank Pocztowy S.A. – positions involving corporate financial analysis, debt collection, and risk assessment,

- 2002–2006 – judicial traineeship within the jurisdiction of the Regional Court in Tarnów,
- 2006–2007 – District Court in Tarnów,
- 2007–2012 – ABM Solid S.A. – Legal Counsel, Coordinator, and Director of the Legal Department,
- 2011–2017 – Managing Partner at the law firm Kryplewski, Kwaśniak, Czerny, Gąsawski KKCG Sp.p. (partnership of advocates and legal counsels),
- 2008 – July 2026 – Stalprodukt S.A. – Legal Counsel,
- 2020 – present – Zespół Przychodni Specjalistycznych Sp. z o.o. (Specialist Outpatient Clinic Group) in Tarnów – Legal Counsel – Representative for Information Security Management System,
- July 2026 – present – Member of the Management Board – Director for Corporate Affairs and Supervision.

The appointed Member of the Management Board does not engage in any other business activities outside of the Issuer's enterprise and is not listed in the Register of Insolvent Debtors, maintained pursuant to the Act on the National Court Register (KRS).