

Personal questionnaires
of the Supervisory Board of LUG S.A. for the seventh term

The personal composition submitted to the Supervisory Board of LUG S.A. properly protects the interests of shareholders. Candidates have appropriate knowledge and experience, as well as relevant competences in the financial field, are able to devote a reasonable amount of time to performing their duties.

Iwona Wtorkowska – former Chairwoman of the Supervisory Board

Iwona Wtorkowska has been associated with the LUG company since its inception. Initially, she was a partner at LUG Wtorkowski i Spółka. In the years 2001 - 2007 she was a Proxy at LUG Sp. z o.o., and in the years 2003 - 2007 she was also the Representative of the Management Board of LUG S.A. After transforming the company into a joint-stock company, she was elected by the General Meeting as the Chairwoman of the Supervisory Board of LUG S.A. and continues to perform this function to this day. Iwona Wtorkowska is the Vice President of LUNA spółka z ograniczoną odpowiedzialnością and a partner in LUNA spółka z ograniczoną odpowiedzialnością spółka komandytowa. Additionally, Iwona Wtorkowska is a Proxy of LUG Light Factory Sp. z o.o. She also serves as the Vice-Chair of the *Your Family Association* (formerly: the Local Committee for the Protection of Children's Rights in Zielona Góra).

Iwona Wtorkowska has a higher pedagogical education: she graduated from the Pedagogical University in Zielona Góra. In addition, she is a graduate of numerous courses and training for supervisory board members.

Iwona Wtorkowska worked as follows:

- 1994 – 2001 Partner in LUG Wtorkowski i Spółka,
- 2001 – 2007 Proxy in LUG Sp. z o.o.,
- 2003 – 2007 Representative of the Board for ISO

During the last 5 years, Iwona Wtorkowska performed functions in the bodies or was a partner, shareholder of the following companies:

- since 2007 Shareholder in LUG S.A.,
- since 2007 Chairwoman of the Supervisory Board of LUG S.A.,
- since 2008 Proxy in LUG Light Factory sp. z o.o.,
- since 2017 V-ce President in LUNA sp. z o.o.,
- since 2017 Partner in LUNA sp. z o.o. sp.k.,
- since 2021 V-ce President of *Your Family Association*.
- Since 2022 Member of the Supervisory Board of LUG Services sp. z o.o.



LUG Spółka Akcyjna
Producent Opraw Oświetleniowych



Iwona Wtorkowska does not perform outside LUG S.A. activities that are significant for the Issuer.

Apart from those mentioned above, in the last 3 years, Iwona Wtorkowska was not a partner neither a shareholder of any commercial or civil company, nor a member of the bodies of other commercial companies.

Iwona Wtorkowska has not been convicted by a court judgment.

In the last 5 years, there have been no cases of bankruptcy, restructuring, receivership or liquidation in relation to entities in which Iwona Wtorkowska acted during this time, the functions of a member of the management or supervisory body.

There were no official public accusations or sanctions against Iwona Wtorkowska by statutory or regulatory bodies (including recognized professional organizations). Moreover, Iwona Wtorkowska has not received a judicial prohibition from operating or was not forbidden to participate in managing or conducting the affairs of any issuer.

Iwona Wtorkowska does not conduct any activity that is competitive to the activity of LUG S.A., nor is she a partner of a competitive civil partnership or partnership, or a member of a body of a capital company or a member of a body of any competitive legal person.

Iwona Wtorkowska is not entered in the Register of Insolvent Debtors kept on the basis of the Act of August 20, 1997 on the National Court Register (consolidated text - Journal Of Laws of 2007, No. 168, item 1186, as amended).

Iwona Wtorkowska is the wife of Ryszard Wtorkowski - President of the Management Board of LUG S.A. and President of the Management Board of LUG Light Factory Sp. z o.o., as well as the mother of Eryk Wtorkowski, Member of the Supervisory Board of LUG S.A.

Iwona Wtorkowska owns 15,56% of shares in LUG S.A.

Renata Baczańska – former member of the Supervisory Board

Renata Baczańska is a legal advisor and performs legal activities under the "Kancelaria Adwokatów i Radców Prawnych Baczańska, Szarata" partnership. Since 2007, Renata has been a member of the Supervisory Board of LUG S.A. She has a university degree in law, graduated from the Faculty of Law of the University of Wrocław and post-graduate studies at the above-mentioned Faculty: "Tax Law".

Renata Baczańska has no employment relationship with the Issuer. She is a partner in the Legal Office, which, on the basis of a mandate contract, provides services to the subsidiary LUG Light Factory Sp. z o.o.

There is no conflict of interest between the obligations incumbent on Renata Baczańska as a member of the Issuer's Supervisory Board and the obligations incumbent on her for other reasons.

Between Renata Baczańska and members of the Supervisory Board and the Management Board of LUG S.A. there are no family ties.

Renata Baczańska worked as follows:

- 1993 – 1997 Legal trainee at the Andrzej Dudkowiak Legal Office,
- since 1997 own business as: "Kancelaria Radcy Prawnego Renata Baczańska", and then from April 1, 2006 as a Partner of the "Kancelaria Adwokatów i Radców Prawnych Baczańska, Szarata" partnership company.

During the last 5 years, Renata Baczańska performed functions in the bodies or was a partner, shareholder of the following companies:

- od 2006 Partner in „Kancelaria Adwokatów i Radców Prawnych Baczańska, Szarata” partnership,
- since 30.03.2006 Shareholder in „Kancelaria Odszkodowawcza Resident” – 25 shares,
- since 2007 Member of Supervisory Board of LUG S.A.
- since 03.09.2007 Shareholder of LUG S.A. – 28,408 shares,
- since 2012 Member of the Supervisory Board of Packaging Production Plant „Karton-Pak” S.A.
- since 01.2016 Member of the Supervisory Board of „ALDEMED” Medical Centre spółka z o.o.

Renata Baczańska does not perform outside LUG S.A. activities that are significant for the Issuer.

Apart from those mentioned above, in the last 3 years, Renata Baczańska was not a partner neither a shareholder of any commercial or civil company, nor a member of the bodies of other commercial companies.

Renata Baczańska has not been convicted by a court judgment.



LUG Spółka Akcyjna
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In the last 5 years, there have been no cases of bankruptcy, restructuring, receivership or liquidation in relation to entities in which Renata Baczańska acted during this time, the functions of a member of the management or supervisory body.

There were no official public accusations or sanctions against Renata Baczańska by statutory or regulatory bodies (including recognized professional organizations). Moreover, Renata Baczańska has not received a judicial prohibition from operating or was not forbidden to participate in managing or conducting the affairs of any issuer.

Renata Baczańska does not conduct any activity that is competitive to the activity of LUG S.A., nor is she a partner of a competitive civil partnership or partnership, or a member of a body of a capital company or a member of a body of any competitive legal person.

Renata Baczańska is not entered in the Register of Insolvent Debtors kept on the basis of the Act of August 20, 1997 on the National Court Register (consolidated text - Journal Of Laws of 2007, No. 168, item 1186, as amended).



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Eryk Wtorkowski – former Member of the Supervisory Board

Eryk Wtorkowski is currently employed in the subsidiary LUG Light Factory Sp. z o.o. as part of an employment relationship as a Director of Strategy Development. In the years 2009 - 2012 he was the Export Manager at LUG Light Factory Sp. z o.o., and from 2013 to 2015 he was a Member of the Management Board and Managing Director of the subsidiary LUG do Brasil Ltda. Eryk Wtorkowski is a Member of the Management Board of LUNA spółka z ograniczoną odpowiedzialnością and a Partner in LUNA spółka z ograniczoną odpowiedzialnością spółka komandytowa.

Eryk Wtorkowski has higher education, he is a graduate of the University of Zielona Góra in the field of Artistic Education of Music Art. In addition, Eryk Wtorkowski graduated from the University of Commerce and Law in Warsaw, field of studies: Foreign Trade and the University of Commerce and International Finance in Zielona Góra in the field of studies: International Trade.

Eryk Wtorkowski does not engage in any other activity that could give rise to any conflict of interest.

Eryk Wtorkowski is a son of Ryszard Wtorkowski - President of the Management Board of LUG S.A. and a son of Iwona Wtorkowska - Chairwoman of the Supervisory Board of LUG S.A.

Eryk Wtorkowski worked as follows:

- 2009 – 2012 Export Manager in LUG Light Factory Sp. z o.o.
- 2013 – 2015 Managing Director in LUG do Brasil Ltda.
- since 2016 Director of Strategy Development at LUG Light Factory Sp. z o.o.

Eryk Wtorkowski does not perform outside LUG S.A. activities that are significant for the Issuer.

During the last 3 years, Eryk Wtorkowski performed functions in the bodies or was a partner, shareholder of the following companies:

- since 2007 Member of the Supervisory Board of LUG S.A.,
- since 2013 Shareholder of LUG do Brasil Ltda. shares – 20% shares,
- since 2017 Board Member of LUNA sp. z o.o.,
- since 2017 Partner in LUNA sp. z o.o. sp. k.

Eryk Wtorkowski has not been convicted by a court judgment.

In the last 5 years, there have been no cases of bankruptcy, restructuring, receivership or liquidation in relation to entities in which Eryk Wtorkowski acted during this time, the functions of a member of the management or supervisory body.

There were no official public accusations or sanctions against Eryk Wtorkowski by statutory or regulatory bodies (including recognized professional organizations). Moreover, Eryk Wtorkowski has not received a judicial prohibition from operating or was not forbidden to participate in managing or conducting the affairs of any issuer.



LUG Spółka Akcyjna
Producent Opraw Oświetleniowych



Eryk Wtorkowski does not conduct any activity that is competitive to the activity of LUG S.A., nor is she a partner of a competitive civil partnership or partnership, or a member of a body of a capital company or a member of a body of any competitive legal person.

Eryk Wtorkowski is not entered in the Register of Insolvent Debtors kept on the basis of the Act of August 20, 1997 on the National Court Register (consolidated text - Journal Of Laws of 2007, No. 168, item 1186, as amended).

Zygmunt Ćwik – former Member of the Supervisory Board

Zygmunt Ćwik performs activities in the field of accounting and tax advisory services under the "A&TC Kancelaria Biegłych Rewidentów Zygmunt Ćwik, Jolanta Banaszczyk" civil partnership. Zygmunt Ćwik has a university degree in economics: he graduated in finance at the University of Economics.

Zygmunt Ćwik has no employment relationship with the Issuer.

There is no conflict of interest between the obligations incumbent on Zygmunt Ćwik as a member of the Issuer's Supervisory Board and the obligations incumbent on her for other reasons.

Between Zygmunt Ćwik and members of the Supervisory Board and the Management Board of LUG S.A. there are no family ties.

Zygmunt Ćwik worked as follows:

- 1977 – 1982 Chief economist at Przedsiębiorstwo Budownictwa Rolniczego,
- 1983 – 1987 Chief accountant at Przedsiębiorstwo Budownictwa Rolniczego,
- 1988 – 1991 Chief accountant (economic director), Zielona Góra Construction Company „Nadodrze”,
- 1992 – 1994 Chief accountant in Construction Company „Nadodrze” Sp. z o.o.,
- 1996 - 2002 own business in the field of financial audit services,
- 2002 – 2008 the auditor in Audit and Accounting Company „FAIR” Sp. z o.o.,
- since 2008 business activity in the field of financial audit services under the "A&TC Kancelaria Biegłych Rewidentów Zygmunt Ćwik, Jolanta Banaszczyk" civil partnership.

Zygmunt Ćwik does not perform outside LUG S.A. activities that are significant for the Issuer.

During the last 3 years, Zygmunt Ćwik performed functions in the bodies or was a partner, shareholder of the following companies:

- 2002 - 2015 Partner in Audit and Accounting Company „FAIR” Sp. z o.o.
- in 2015 Member of the Supervisory Board of e-obuwie.pl S.A.
- since 2007 Member of the Supervisory Board of LUG S.A.

Apart from aforementioned, Zygmunt Ćwik has not been a partner in the last 3 years neither a shareholder of any commercial or civil company, nor a member of the bodies of other commercial companies.

Zygmunt Ćwik has not been convicted by a court judgment.

In the last 5 years, there have been no cases of bankruptcy, restructuring, receivership or liquidation in relation to entities in which Zygmunt Ćwik acted during this time, the functions of a member of the management or supervisory body.

Zygmunt Ćwik does not conduct any activity that is competitive to the activity of LUG S.A., nor is she a partner of a competitive civil partnership or partnership, or a member of a body of a capital company or a member of a body of any competitive legal person.

Zygmunt Ćwik is not entered in the Register of Insolvent Debtors kept on the basis of the Act of August 20, 1997 on the National Court Register (consolidated text - Journal Of Laws of 2007, No. 168, item 1186, as amended).

Szymon Ziolo – former Member of the Supervisory Board

Szymon Ziolo performs legal activities under the "Kancelaria Adwokatów i Radców Prawnych Baczańska, Szarata" partnership. Since 2007, he has been a member of the Supervisory Board of LUG S.A. Szymon Ziolo has a university degree in law - he graduated from the Faculty of Law and Administration at the University of A. Mickiewicz in Poznań.

Szymon Ziolo has no employment relationship with the Issuer. Szymon Ziolo is a partner in the Legal Office, which, on the basis of a mandate contract, provides services to the subsidiary LUG Light Factory Sp. z o.o.

There is no conflict of interest between the obligations incumbent on Szymon Ziolo as a member of the Issuer's Supervisory Board and the obligations incumbent on her for other reasons.

Between Szymon Ziolo and members of the Supervisory Board and the Management Board of LUG S.A. there are no family ties.

Szymon Ziolo worked as follows:

- 2002 – 2003 Lawyer in the office of the Bankruptcy Trustee „Zamex”,
- 2003 – 2005 Trainee at „Rubaszewscy Ciesielski & Partnerzy Kancelaria Adwokatów i Radców Prawnych” in Poznań,
- 2005 – 2008 Trainee, then legal counsel in Kancelaria Radcy Prawnego Renaty Baczańskiej in Zielona Góra,
- since 2009 Partner, legal counsel in „Kancelaria Adwokatów i Radców Prawnych Baczańska, Szarata” partnership.

During the last 5 years, Szymon Ziolo performed functions in the bodies or was a partner, shareholder of the following companies:

- since 2007 Member of the Supervisory Board of LUG S.A.,
- since 2009 Partner in „Kancelaria Adwokatów i Radców Prawnych Baczańska, Szarata” partnership.

Szymon Ziolo does not perform outside LUG S.A. activities that are significant for the Issuer.

Apart from aforementioned, Szymon Ziolo has not been a partner in the last 3 years neither a shareholder of any commercial or civil company, nor a member of the bodies of other commercial companies.

Szymon Ziolo has not been convicted by a court judgment.

In the last 5 years, there have been no cases of bankruptcy, restructuring, receivership or liquidation in relation to entities in which Szymon Ziolo acted during this time, the functions of a member of the management or supervisory body.

There were no official public accusations or sanctions against Szymon Ziło by statutory or regulatory bodies (including recognized professional organizations). Moreover, Szymon Ziło has not received a judicial prohibition from operating or was not forbidden to participate in managing or conducting the affairs of any issuer.

Szymon Ziło does not conduct any activity that is competitive to the activity of LUG S.A., nor is she a partner of a competitive civil partnership or partnership, or a member of a body of a capital company or a member of a body of any competitive legal person.

Szymon Ziło is not entered in the Register of Insolvent Debtors kept on the basis of the Act of August 20, 1997 on the National Court Register (consolidated text - Journal Of Laws of 2007, No. 168, item 1186, as amended).