



Capitals:

Management Board and Supervisory Board

In 2020 there were no changes in the membership of the Management Board of Grupa Kęty S.A. As at 31 December 2020, the Management Board of Grupa Kęty S.A. was composed of:

Full name	Function
Dariusz Mańko	President of the Management Board
Rafał Warpechowski	Member of the Management Board
Piotr Wysocki	Member of the Management Board
Tomasz Grela	Member of the Management Board

The division of competencies and responsibility among the particular members of the Management Board is presented in the chart below.

Dariusz Mańko - President of the Management Board

Competencies:

- Directing the Management Board work,
- Coordination of the segments operation,
- Sustainable development and corporate social responsibility,
- Human resources policy,
- Internal audit,
- Legal service,
- Communication,
- Supervision of all strategic and operational affairs at the Flexible Packaging Segment.

Rafał Warpechowski - Member of the Management Board/CFO

Competencies:

- Finance and accounting,
- Management reporting,
- IT,
- Risk management policy,
- Investor relations,
- Capital investments and restructuring.

Piotr Wysocki - Member of the Management Board (in charge of the EPS)

Competencies:

- Supervision and implementation of all strategic and operational affairs at the Extruded Products Segment,
- Cooperation with other segments.

Tomasz Grela - Member of the Management Board (in charge of the ASS)

Competencies:

- Supervision and implementation of all strategic and operational affairs at the Aluminium Systems Segment,
- Cooperation with other segments.

Supervisory Board

As at 1 January 2020, the Supervisory Board of Grupa Kęty S.A. consisted of:

Full name	Function
Szczepan Strublewski	Chairman of the Supervisory Board
Paweł Niedziółka	Deputy Chairman of the Supervisory Board (<i>independent member</i>)
Piotr Kaczmarek	Member of the Supervisory Board (<i>independent member</i>)
Bartosz Kazmierczuk	Member of the Supervisory Board (<i>independent member</i>)
Piotr Stępnik	Member of the Supervisory Board (<i>independent member</i>)
Wojciech Włodarczyk	Member of the Supervisory Board (<i>independent member</i>)

In reference to the lapse of term of the Company Supervisory Board, the Annual General Meeting held on 20 August 2020 appointed the Supervisory Board for a new, joint term, consisting of: Wojciech Golak, Piotr Kaczmarek, Paweł Niedziółka, Przemysław Rasz, Piotr Stępnik, Agnieszka Zalewska. After the Annual General Meeting session, on 20 August the Supervisory Board of the 11th term appointed Chairman of the Supervisory Board, i.e. Mr Piotr Stępnik, and Deputy Chairman of the Supervisory Board, i.e. Mr Piotr Kaczmarek.

As at 31 December 2020, the Supervisory Board of Grupa Kęty S.A. consisted of:

Full name	Function
Piotr Stępnik	Chairman of the Supervisory Board (<i>independent member</i>)
Piotr Kaczmarek	Deputy Chairman of the Supervisory Board (<i>independent member</i>)
Wojciech Golak	Member of the Supervisory Board (<i>independent member</i>)
Paweł Niedziółka	Member of the Supervisory Board (<i>independent member</i>)
Przemysław Rasz	Member of the Supervisory Board (<i>independent member</i>)
Agnieszka Zalewska	Member of the Supervisory Board