Areas of responsibility of Management Board Members Sanok Rubber Company S.A.

Management Board	Areas of Responsibility	Corporate level (Capital Group)	Sanok Rubber Group	Operational level				
				Automotive Division	Industrial Division	Building Division	Energy Media Supply Plant	Rubber Compounds Production Plant
President of Management Board								
Chief Executive Officer	Capital Group development strategy	✓	✓		✓	✓	✓	✓
	Financial strategy	✓	✓					
	Capital Group supervision and management	✓						
	Capital Group Subsidiaries supervision	✓						
	Mergers and acquisition	✓						
	Ownership supervision, corporate governance	✓	✓					
	Commercial projects supervision				✓	✓	✓	✓
	Investments projects supervision		✓					
	Quality Assurance System, OHS		✓					
	Research and development compounds		✓					
	Information protection		✓					
Vice President of Management Board								
Innovation and Resources Excellance Director	Innovation and excellence resources strategy	✓	✓					
	Capital Group Subsidiaries supervision	✓	✓					
	Human Resources	✓	✓					
	Communication	✓	✓					
	Business - Science contacts		✓					
	Fundraising to support the development		✓					
	Administration		✓					
	Purchases of raw materials		✓					
	Brand management		✓					
Member of the Management Board								
Business Development and IT Systems Director	Business Development Strategy	✓	✓					
	Mergers and acquisition	✓						
	Capital Group Subsidiaries supervision	✓						
	IT systems	✓	✓					
	Investments projects	✓	✓					
	IT resources security		✓					
Member of the Management Board								
Automotive Business Director	Automotive segment development strategy	✓	✓	✓				
	Capital Group Subsidiaries supervision	✓						
	Continuous improvement plans	✓	✓					
	Management information plans	✓						
	Marketing	✓						
	Commercial projects supervision	✓		✓				