



Tomasz Wojtkiewicz

Appointed into the Management Board of Nextbike Polska S.A. in restructuring by Resolution No. 06/11/20 of the Company's Supervisory Board of 19 November 2020 to perform the function of the President of the Management Board for the second joint term of office of the Management Board, which will expire on 19 November 2024.

CEO experienced in managing businesses in the area of smart Solutions and Modern implementing innovative business and operating models, **Shaping the market** new services and products **integrating technology and the diversity of the recipient's thoughts.**

Building **strategic partnerships** with both **the public** and **private** sectors.

EXPERT AREAS:

Building a development strategy | Scaling Businesses

Nextbike: developing a unique **business model in the sharing mobility segment** in Poland – leading NB to the **leading position with over 80%** market share; development of the fleet **from 340 to 18000+ bicycles in 40 cities; increase in revenue** from PLN 1.4 million (2012) to PLN 61 million (2018)

Restructuring | Turning unprofitable entities into market leaders

Wrocław Water Park: **transformation of an unprofitable facility into the most dynamically operating attraction in Wrocław and the only profitable public Aquapark in Poland with EBITDA of PLN 2 million** – development of a business concept, restructuring and **cost optimization (savings of several hundred thousand PLN per year); Innovative Re-Engineering Financing**

Market Shaping (B2C, B2G+B2B)

Dash, Nextbike, Wrocław Water Park: creating **innovative solutions and business models for industries** – influencing **the perception of** the bike sharing business, technological facilities; developing and building an innovative concept of **multimodal infrastructure** for renting and charging micro e-mobility (**e-bikes, e-scooters, e-mopeds, etc.**)

A leader who builds teams that identify with the organization and its culture. With the ability to **engage and motivate people** to achieve the company's strategic goals in various business scenarios, **including crises.**

PROFESSIONAL EXPERIENCE:

CEO | Nextbike Polska S.A. (GPW New Connect) | 05.2012 – 05.2018; od 08.2020

Strategic management and development, IPO of an innovative start-up – a market leader in the delivery and management of bike-sharing systems in Poland and the Scandinavian countries. Obtaining financing for the company's development (m.in. issuing bonds and shares, attracting investors). Implementation of MaaS (Mobility as a Service) and Smart City strategies through the integration of urban transport means.

Selected projects and achievements:

- ▣ Creating a development strategy → **increase in revenues from PLN 1.4 million in 2012 to PLN 61.2 million in revenue and PLN 13.8 million in EBIDTA; gaining and consistently maintaining the position of a leader in the industry with an 80% market share**
- ▣ **Conducting the world's first IPO of a bike sharing company (PLN 150 million)** → high valuation of the company on the opening day of trading (PLN 131.70 vs. reference price PLN 117.65)
- ▣ **Building an organization from scratch** (technical service, call center, PR, sales and marketing, finance and controlling, operations) – **from 2 people (2012) to over 250 people (2018)**
- ▣ Creating a strategy based on **cooperation with the largest local governments** in the country and presence in cities
G8 – implementation of over **100 contracts with local governments within 6 years and presence in 40 Polish cities**
- ▣ **Establishing cooperation and implementing projects with strategic B2B partners:**
mBank, Citi Handlowy, PKN
Orlen, Benefit Systems generating a significant part of the company's revenues (30%) from sources other than local government (or public)
- ▣ **Winning and implementing x 2 Veturilo** – the 5th largest bike sharing system in Europe – TOP 10 best bike sharing systems in the world (US Today, 2014)
- ▣ **Achieving a ratio of over 90% success rate in winning public tenders** in Poland
- ▣ Signing and expanding licenses to Finland, Norway and Iceland, thus gaining new markets for growth; right after that, winning and implementing the first foreign contract for NB PL in Turku, Finland

Chairman of the Supervisory Board | Nextbike Polska S.A. | 06.2020

– **08.2020** Supervision and cooperation with the Management Board of a company under restructuring.

CEO | Dash (MyRyde Sp z o.o. – a subsidiary of MyRyde Inc., USA) | from 10.2018

Building and implementing a development strategy for an e-mobility company. Developing a concept, building and implementing a proprietary technology – the world's first platform and infrastructure for renting and charging electric scooters. Building a structure in other European countries. Managing an international team of about 20 people. **Selected projects and achievements:**

- ▣ **Obtaining financing in the amount of USD 2 million** for the construction of the technology (Angels investors, Seed funding), its development and implementation
- ▣ **Testing the platform in Poland and abroad** → m.in . successful implementation of platform and infrastructure tests in Croatia and Polish
- ▣ **Building a business and structure in Poland and the EU, creating a network of partners** → several cooperating cities in Portugal, Italy, Croatia, Spain and Finland
- ▣ **Establishing cooperation with one of the world's best Design House** to design and build a multimodal charging and rental station for various e-mobility vehicles

KAIZEN Consulting | Business Development Consulting | 2011 – 2013

Advising on the creation of business strategies as well as restructuring and development of enterprises. Key projects:

- VAMED Standortentwicklung und Engineering GmbH & CO KG, Wien Austria (EUR 35 million) – Advising a project group on the development of a strategy for entering the Polish market with the City SPA investment
- Termy Maltańskie Sp. z o.o. Poznań (PLN 230 million) – advising on the company's restructuring and facility management strategy
- Aqua Zdrój Sp. z o.o. Wałbrzych (PLN 92 million) – co-creation of the strategy for the company's entry into the Lower Silesian market (start-up)
- Hotel Continental**** Krynica Morska (PLN 14 million) – advising on an investment project to expand the hotel with a part of the water recreation area
- Polish Sports Infrastructure Club – cooperation as an expert/advisor for municipalities in Poland planning investments in recreational and entertainment facilities

Managing Director / Operations | Wrocław Water Park S.A. | 10.2009 – 12.2011

Creating a restructuring strategy for an unprofitable public swimming pool complex. Supervising as acting The Management Board has prepared a process description of the organization and preparation of the company for the certification of the Quality Management System PN-EN ISO 9001:2009. Managing a team of over 120 people (Operations Division, Technical Department, IT, Procurement and Logistics, Facility Coordination).

Selected projects and achievements:

- **Generating approx. PLN 500 thousand in savings** in the 1st year resulting from changes in contract management
- **Implementation of the pioneering project of the Multimedia Slide** together with the structure of financing the entire undertaking without affecting the company's cash flows (investment together with a private partner)
- **Restructuring of the energy management system** – 12% decrease in the cost of stay per 1 customer with an increase in traffic by 66 thousand customers (7%); implementation of the BMS system project – generating energy savings ensuring the financing of the project for the next 5 – 7 years (approx. PLN 2.5 million)
- **Increase in revenues from the sale of certificates of origin of energy** by approx. PLN 200 thousand per year
- Building from scratch the Logistics and Procurement section along with the process description (ISO) of its functioning, regulations, recruitment and training – streamlining the maintenance process

Managing Manager / Co-Owner | Restaurant by NOVA, Wrocław | 05.2006 – 09.2009 **Internship in the office of the President of the Chamber of Commerce West Los Angeles California, USA | 2003 – 2004**

EDUCATION AND ADDITIONAL INFORMATION:

Strategic Leadership Academy at Canadian International Management Institute (wydawcy Harvard Business Review Polska) | 2014

Executive MBA w Programie Aalto University School of Economics (była Helsinki School of Business) | 2013 **Certified Associate in Project Management** | 2012

University of Wrocław, Faculty of Social Sciences, MSc in International Economic Relations | 2005

University of Wrocław, Faculty of Philology, MA in German Philology | 2002

DAAD Government Scholarship, Technische Universität Dresden, Germany | 2000 – 2001

Languages:

Fluency in spoken and written German

English – fluency in speaking and writing

Spanish – intermediate written and spoken knowledge

Supervisory Boards and Associations:

- Chairman of the Supervisory Board | Nextbike S.A. | 06.2020-08.2020

- Member of the Association of Individual Investors | since 2017
- Członek USPA (United States Parachute Association) | OD 2016
- Członek IAAPA (International Association of Amusement Parks and Attractions) | OD 2010

A frequent speaker at conferences and an expert in the media on modern mobility.

Other information:

Over the last 5 years, Mr. Tomasz Wojtkiewicz has not been convicted by a final court judgment for any offences referred to in Article 18 § 2 of the Commercial Companies Code or offences specified in the Act on Trading, the Act on Public Offering or the Act of 26 October 2000 on Commodity Exchanges, or for analogous offences within the meaning of foreign law. Moreover, Mr. Tomasz Wojtkiewicz has not been prohibited by the court from acting as a member of management or supervisory bodies in commercial law companies.

Since June 2020, an accelerated arrangement procedure has been pending in relation to Nextbike Polska S.A., in which Mr. Tomasz Wojtkiewicz is the President of the Management Board. With respect to other entities in which Mr. Tomasz Wojtkiewicz was a member of the management body, as well as in which he was a senior manager, there have been no cases of bankruptcy, restructuring, receivership or liquidation in relation to these entities in the last 5 years.

Mr. Tomasz Wojtkiewicz does not conduct any business activity competitive to the Issuer's enterprise, at the same time he does not participate in any competitive company as a partner in a civil law partnership, a partnership or as a member of a body of a capital company or any other competitive legal person as a member of a body.

Mr. Tomasz Wojtkiewicz is not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

The following are all commercial law companies in which, in the period of at least the last three years, Mr. Tomasz Wojtkiewicz was a member of management or supervisory bodies or a partner:

Subject	Function	Is the function performed as of the date of the report?
Nextbike Polska S.A. in restructuring	Ceo	Yes
Wawa Bike sp. z o.o.	Member of the Management Board	Yes
NB Serwis sp. z o.o.	Vice-President of the Management Board	Yes
NB Serwis II sp. z o.o.	Member of the Management Board	Yes
NB Poznań sp. z o.o.	Member of the Management Board	Yes
MyRyde sp. z o.o	Ceo	Yes
MyRyde Inc.	Partner	Yes
Nextbike Polska S.A. in restructuring	Chairman of the Supervisory Board	No
NB Tricity sp. z o.o.	Ceo	No