

Warsaw, 28 May 2024

REPORT ON THE ACTIVITIES OF THE WOM&AN ASSOCIATION IN 2023

This annual report covers the activities of WOM&AN in 2023, the association's first year of operation.

I. Association details

Name	"WOM&AN"
Address	ul. Sienna 39, 15 th floor, Warsaw 00-121
KRS number and date of entry	0001050813, 7 August 2023
Date of adoption of the articles of association	24 July 2023 (amended 10 October 2023)
REGON	526046006
NIP	5252967164

II. Finance

1. All funds raised directly by WOM&AN in 2023 and as at 28 May 2024 came from membership fees and were spent exclusively on the organisation's statutory objectives: organising the association's events, covering the costs of running the Association's activities (accounting and bookkeeping services, website hosting and fees for its web domains at cyberfolks.pl) or in connection with the payment of the Association's public dues. Some of the Association's events or initiatives were funded directly by WOM&AN sponsors.
2. WOM&AN does not pursue commercial operations.
3. WOM&AN's accounts are kept by Integral Audit Przedsiębiorstwo Audytorskie Spółka z ograniczoną odpowiedzialnością spółka komandytowa with its registered office in Łódź, ul. Żeglarska 4.
4. The attached financial reports provide information on WOM&AN's financial status in 2023.
5. The profit and loss account shows revenues of PLN 10,750.00 and operating

expenses of PLN 4,242.00 which, after taking into account financial items and income tax, result in a net surplus of PLN 6,148.00.

6. WOM&AN's balance sheet shows own funds at PLN 6,148.00. In the opinion of WOM&AN's Board, the level of funds was sufficient to ensure financial security of the Association in 2023.

III. Employment

In 2023, the Association did not employ any staff. All work related to the Association's activities was performed by Association members on a pro bono basis.

IV. Membership

At 31 December 2023, the Association had 51 ordinary members and 1 supporting member. As of the date of this report, i.e. 28 May 2024, the Association has 116 ordinary members and 3 supporting members.

V. Board of WOM&AN

The WOM&AN board was elected by the WOM&AN Founding Committee on 24 July 2023. The elected members included:

1. Anna Maria Jędrzejczak (Vice-President of the Board);
2. Ewa Żarnotal (Board member);
3. Joanna Ormińska (Board member);
4. Magdalena Kluczek (Board member);
5. Majka Rucińska (President of the Board);
6. Monika Nachyła (Board member);
7. Urszula Świeczkowska (Board member).

The Board met for three sessions in 2023 and a further six sessions in 2024 through 28 May 2024. The Board members maintained regular communication not only during these meetings, but also by email, telephone, etc. Decisions of the Board in 2023 were taken using remote communications technologies.

VI. Members' meetings

Meetings of the Association's members are intended to take place at least quarterly. As of 7 August 2023, there have been four WOM&AN member meetings, and a webinar was held on 16 May 2024. All meetings were educational or educational-networking in nature, and the various topics covered fell within the Association's statutory objectives.

The following meetings took place:

- **13 September 2023:** networking and educational meeting “*Yoga with Art*” on the work of Maciej Czyżewski, PhD, a contemporary painter, organised with Datasite;
- **22 November 2023:** a meeting on “*Diverse and Professional Supervisory Boards*”, dedicated to the topic of diversity on supervisory bodies and women's careers on supervisory boards, held at WP Club, organised jointly with 30% Club Poland, Women's Perspectives and the Association of Independent Supervisory Board Members, with the support of WP Holding, WTW, Play and Koźmiński University. Panellists at the event: Jacek Świdorski (Wirtualna Polska), Joanna Ormińska (PLAY, WOM&AN), Agnieszka Pakulska (Avallon MBO), Dominik Czaiński (Allianz PTE), Michał Wnorowski (Association of Independent Supervisory Board Members), Ewa Radkowska-Świętoń (Association of Independent Supervisory Board Members, 30% Club Poland);
- **6 February 2024:** a panel discussion with a workshop on women's personal branding and positioning in organisations, entitled “*New Year, New Me*”, with the participation of guests: Monika Nachyła (Abris Capital Partners), Joanna Wąsowska (University of Warsaw), and Dobrosława Choryńska-Chudy (Collegium Civitas), organised by Agata Wąsowska of Di Luccia & Partners (who led the panel and coordinated the workshop), with the support of Datasite and WTW;
- **18 April 2024:** a meeting entitled “*Case study: Velvet CARE Sp. z o.o.*”, organised with the GESSEL law firm, concerning the analysis of the spin-off transaction and subsequent acquisitions of Velvet CARE Sp. z o.o.. The event featured a panel discussion with Agnieszka Pakulska (Avallon MBO), Artur Pielak (Velvet CARE Sp. z o.o.), and Tomasz Kujawa (Abris Capital Partners). The panellists discussed some of the most pivotal moments in the history of Velvet CARE Sp. z o.o.: the spin-off from a multinational corporation, the acquisition of shares in the company by Avallon MBO, the investment by Abris Capital Partners, and the recent Partners Group transaction. The panel discussion was followed by a networking session;

- **16 May 2024:** a webinar with Lisa Marie Gelhaus, a public speaking expert, entitled "*The Confidence Code for Impactful Panel Presence*", on speaking on conference panels, organised by Abris Capital Partners.

VII. LinkedIn

The Association regularly posts information about its activities on LinkedIn. The purpose of these communications is to cultivate awareness of the Association's activities, to promote the Association, and to propagate its core values. WOM&AN's LinkedIn account has already attracted almost 2,000 followers.

VIII. Cooperation with other institutions

WOM&AN maintains an ongoing relationship with respect to the Association's statutory activities with 30% Club Poland, forging a substantive collaboration which aims to increase the visibility of women in senior positions.

IX. Development plans

The first term of the WOM&AN Board was focused on building the organisation's brand, raising funds for the website, building up a robust membership base, and developing a pattern of regular meetings. Over the next few months, the Association aims to develop further, including by regularly organising events tailored to the needs of its members, in line with the Association's statutory objectives, addressing current issues of interest in the area of M&A and the personal development of women active in the business world.

X. Summary

WOM&AN's achievements in 2023 would not have been possible without the commitment of the WOM&AN Board and the Audit Committee and the generosity of the sponsors of the 2023-2024 term in office: GESSEL, WTW, Datasite, Play, and Abris Capital Partners.

Furthermore, the Association's activities would not be possible without the support of its members and their commitment in all areas of WOM&AN's activities.

Electronically signed

**WOM&AN Management
Board**

Majka Rucińska (President of the Board)

Anna Maria Jędrzejczak (Vice-President of the Board)

Ewa Żarnotal (Member of the Board)

Joanna Ormińska (Member of the Board)

Magdalena Kluczek (Member of the Board)

Monika Nachyła (Member of the Board)

Urszula Świczowska (Member of the Board)