

Zofia Dzik

Zofia Dzik graduated from the Cracow University of Economics, the University of Illinois in Chicago, and SWPS University of Social Sciences and Humanities in Warsaw. She also completed Executive Programmes at Stanford University and INSEAD Business School. She holds an MBA from Manchester Business School. Mentor, certified member of the Association for Project Management (APMP), academic lecturer, and an active contributor in the field of leadership.

She currently serves as an independent member of the Supervisory Boards of the following companies: Arctic Paper S.A. – an international paper manufacturer, CCC S.A. – operating in the fashion sector and engaged in the production and sale of footwear, apparel, and accessories (as a member of the Audit Committee), and PTE Generali S.A. (as the chair of the Audit Committee).

Since 2010, she has been an impact investor and innovator. She serves as President of the Management Board of the Humanites Institute – a think-and-do tank that systematically integrates the themes of humanity and technology. The Institute's mission is to support socio-technological transformation and to foster the qualitative development of social capital across four key areas: family, education, working environment, and the world of culture and media. She is a mentor and the author of *Spójne Przywództwo*[™] – a leadership development programme for building engaging organisations where business goals are achieved and people find meaning and purpose. She is the founder of the Academy for Educational Leadership (*Akademia Przywództwa Liderów Oświaty*) – now in its 15th edition, with a social impact reaching approximately 1.5 million children and young people, the international Center for Ethics of Technology, and HumanBE – a campaign addressing the economic impact of rising social isolation, with participation from over 3,000 organisations in more than 50 countries worldwide.

Member of the Scientific Council of IDEAS NCBR, a research and development centre specialising in artificial intelligence. Member of the Orły Rzeczypospolitej awards committee, and member of the Social Council of Wrocław University of Science and Technology.

In 1995–2003, she was a consultant at Arthur Andersen and Andersen Business Consulting, Head of the Insurance Department, also responsible for projects in the financial services sector, covering strategy, business scalability, mergers, omnichannel, reorganisation, and finance.

In 2003, she joined the fintech company Intouch Insurance Group (RSA Group), where she served as President of the Management Board of CEE's first direct insurance company Towarzystwo Ubezpieczeń Link4 S.A. (start-ups, brand building, CRM, process automation, individual risk assessment, new technologies, agile, innovative distribution channels, leadership, talent management, succession planning) in 2004–2007. In 2007–2009, she was a member of the Management Board of Intouch Insurance B.V. in the Netherlands and CEO of the Intouch Insurance Group for Central and Eastern Europe. In the latter position, she was responsible for new market development. She served on the Supervisory Boards of TU Link4 S.A. (as a member of the Supervisory Board until July 2015) and Direct Insurance Shared Services Center in Poland, Intouch Strachowanie in Russia (a start-up) and Direct Pojistovna in the Czech Republic (a start-up), and she was Deputy Chair of the Supervisory Board of TU na Życie Link4 Life S.A.

In 2006–2008, she was a member of the Management Board of the Polish Insurance Chamber. In 2007–2010, she served on the Supervisory Board of the Insurance Guarantee Fund. In 2012–2013, she was an independent member of the supervisory boards of the following companies: KOPEX S.A., a mining equipment manufacturer, and Polish Energy Partners S.A., a renewable energy company. From 2014 to 2016, she was affiliated with FSCD (Digital University). From 2015 to 2016, she served as a member of the Supervisory Board and the Audit Committee of AmRest SE, a leading operator in

the quick service restaurant (QSR) sector in Europe, managing over 1,000 restaurants under both proprietary brands and franchise agreements with Starbucks, Pizza Hut, and KFC. From 2012 to 2016, she served on the Supervisory Board of PKO Bank Polski S.A., a leading universal bank in Central and Eastern Europe, where she also held the positions of Deputy Chair of the Audit Committee and the Nomination Committee, and was a member of the Risk Committee. From 2015 to 2017, she served on the Supervisory Board of InPost, a courier and parcel locker operator, where she also chaired the Audit Committee. From 2011 to 2018, she was a member of the Supervisory Board of ERBUD S.A., one of Poland's leading construction companies. She also served on the Supervisory Board of Benefit Systems S.A., an innovative provider of employee benefit services and operator of sports infrastructure. From 2018 to 2021, she served on the Supervisory Board of Sanok Rubber S.A. From 2017 to 2022, she was Deputy Chair of the Supervisory Board of BRW S.A., a leading manufacturer and retailer in the furniture industry, where she contributed to restructuring processes and worked within a one-tier board governance model. From 2016 to 2022, she served on the Supervisory Board of PKP CARGO S.A., a leading European logistics operator and rail freight carrier, where she was a member of the Audit Committee and Chair of the Nomination Committee.

Recipient of the Responsible Capital award by Forbes Poland in 2023. Ranked among the Top 10 in the Forbes Women Sustainability Leaders 2022. Winner of the For the Common Good award presented by the President of Poland.

Married, mother of three. In her free time, she undertakes desert trekking expeditions around the world. Fluent in English.

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