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The Polish original should be referred to in matters of interpretation)*

## **Information on the persons appointed to the Management of Zespół Elektrowni Pątnów-Adamów-Konin SA of the 7<sup>th</sup> term**

### **Adam Kłapszta – President of ZE PAK SA Management Board**

#### **Education background**

Mr. Adam Kłapszta is a graduate of the faculty of "Economics and organization of production" at the University of Maria Curie-Skłodowska in Lublin.

#### **Summary of professional experience**

In the years 1996-1999 he worked in Powszechna Kasa Oszczędności Bank Polski S.A., first as a Loan Officer, and then as a Manager of the Direct Customer Service Department. From 1999 to 2006 he worked at Deutsche Bank Polska SA in the Corporate Banking division and in the Global Transaction Banking division.

From 2006, he began working in Polkomtel Sp. z o.o., where until 2012 he held the position of a Liquidity Section Manager in the Treasury Department, and subsequently, from 2012 to the end of 2015, he performed the function of the Treasury Department Director. Since January 2016 he has been the Deputy Director of the Treasury and Financial Policy Department of the Polsat Group. From April 2012 to July 2016 he held the position of a Member of the Board of Directors of Polkomtel Finance AB (publ).

In April 2016, the Supervisory Board of ZE PAK SA appointed Mr. Adam Kłapszta to the Vice-President of the Company's Management Board, managing the financial department. On 17 June 2016, the Supervisory Board of the Company entrusted him with the function of the acting President of the Company's Management Board. On 3<sup>rd</sup> March 2017, by resolution of the Supervisory Board of ZE PAK SA, Mr. Adam Kłapszta was appointed to the President of the Management Board of Zespół Elektrowni Pątnów-Adamów-Konin SA

In ZE PAK SA Capital Group, Mr. Adam Kłapszta also acts as the President of the Management Board - General Director of PAK KWB Konin SA and PAK KWB Adamów SA.

He is also a member of the Supervisory Board of PAK Volt SA, PAK Górnictwo sp. z o.o., PAK Serwis sp. z o.o. and Plus Bank SA.

The President of the Management Board, Mr. Adam Kłapszta, manages the areas of the Company's activity assigned to the scope of tasks and competences of the following organizational units and independent positions:

- Chief Financial Officer
  - Accounting and Reporting Department
  - Planning and Controlling Department

- Treasury Department
- Investor Relations Office
- Corporate Office
- Corporate Communications Office
- Human Resources Management Team
- IT Service Centre
- Internal Audit Department
- Critical Infrastructure Protection Representative
- Classified Data Protection Representative
- Secret Office
- Management Board Consulting Team

## **Aneta Lato-Żuchowska – Vice President of the Management Board**

### **Education background**

Aneta Lato-Żuchowska graduated from Warsaw University, Law and Administration Department.

### **Summary of professional experience**

Aneta Lato-Żuchowska has a great experience in many fields of company management. In her professional career she managed and supervised entities from various branches.

In 1994-1999 she worked in the Ministry of Finance in the Department of Games of Chance and Betting inter alia, directing the Department of Concessions. In years 1993-2003 she worked at Totalizator Sportowy Sp. z o.o., occupying the following positions during this period: Team Manager for Corporate governance, Team Leader for Organizational and Legal Affairs, head of the Department of Training and adviser of the President of the Management Board. In years 2003-2005 she was Vice President of Główny Urząd Miar.

Currently, she performs the following functions on the management boards of companies: since 2006, the President of the Management Board of Megadex Development Sp. z o.o. with headquarters in Warsaw. From 2011, the President of the Management Board of Megadex Expo Sp. z o.o. with headquarters in Gdynia. From 2014, the President of the Management Board of Megadex SPV Sp. z o.o. with headquarters in Warsaw, and from 2014 a member of the Management Board of Centrum Zdrowia i Relaksu Verano Sp. z o.o. based in Kołobrzeg. From 2015, a member of the Management Board of Pollytag SA with headquarters in Gdańsk, and since 2015 a member of the Board of Turystyka Zdrowotna Verano Plus Sp. z o.o.

Aneta Lato-Żuchowska was or is still a member of the supervisory boards of commercial law companies among others she was Vice-Chairman of the Supervisory Board of Pollytag SA and member of the Supervisory Board of Expo Sp. z o.o. and a member of the Supervisory Board of PAK KWB Konin SA and PAK KWB Adamów SA.

In ZE PAK SA Capital Group, she is performing the following functions:

- A member of the Management Board of: ZE PAK SA, PAK KWB Konin SA, PAK KWB Adamów SA,
- President of the Management Board of PAK Infrastruktura Sp. z o.o. and PAK Holdco Sp. z o.o.
- Chairman of the Supervisory Board in the companies: PAK Volt SA, Elektrownia Pątnów II Sp. z o.o., PAK Górnictwo Sp. z o.o., EL PAK Serwis Sp. z o.o. in liquidation, Energoinwest Serwis Sp. z o.o. in liquidation, Eko-Surowce Sp. z o.o. in liquidation, Aquakon Sp. z o.o. in liquidation,
- Member of the Supervisory Board of PAK Serwis Sp. z o.o.

The Vice-President of the Corporate Affairs Division manages the areas of the Company's activity assigned to the scope of tasks and competences of the following organizational units and independent positions:

- Corporate Governance and Restructuring Department;
- Environmental Protection Department
- Investment and Real Estate Management Department
- Property Protection Supervisor
- Management Board Consulting Team

## **Elżbieta Niebisz – Vice President of the Management Board**

### **Education background**

Mrs. Elżbieta Niebisz is a graduate of the Warsaw School of Economics – Internal trade Department, where she obtained a master's degree in economics. In addition, she completed postgraduate studies "Management of Development and Market in the energy system" in the Warsaw School of Economics. She also completed a course run by the Danish School of Public Administration in the functioning and tasks of the Government Centre for Administration and Economy.

### **Summary of professional experience**

Elżbieta Niebisz has many years of experience related to energy sector, among others. In 1991-2005 she worked in Ministry of Privatization, Ministry of the Treasury and the Energy Regulatory Office.

In 1991-1996 she was Deputy Director and Director of the Department of Supervision of the Ministry of Privatization, where she was responsible for corporate governance covering all formal-organizational-legal and economic issues in relation to companies with the State Treasury shareholding, which depending on the period was from 500 to 1400 companies.

In 1996, as a Plenipotentiary of Minister of the Treasury, she participated in the reforms of the Government Administrative Centre and the acquisition of all shares in companies with State Treasury shareholding by the newly established Ministry of the Treasury, belonging to other transformed or liquidated Ministries and Voivodes before the reform. In 1996-1998 she was the Director of the Department of Capital Companies in the Ministry of Treasury, performing a direct supervision over companies of the power sector, taken over from the liquidated Ministry of Industry and Trade.

In the years 1998-2001 she started working at the newly established Energy Regulatory Office as the Director of the Concession Department, where she prepared the first licenses for all types of energy activities, i.e. production, transmission, distribution and trade in electricity, heat and fuels. From 2001 to 2005, she continued working at the Ministry of Treasury as the Director of the Department of Ownership II, exercising direct ownership supervision over companies with the State Treasury shareholding, among others from the following industries: power industry, lignite mines and rock raw materials, shipbuilding and maritime industry, construction, media companies (TVP and Polish Radio), KGHM, LOT, RUCH.

During this period, she actively participated and coordinated the first consolidation processes in the power sector, where as a result of the "horizontal" consolidation of distribution companies, four new concerns were formed: ENEA SA, ENERGA SA, ENION SA and EnergiaPRO SA. In 2005-2006 she was a member of the Management Board of Agencja Rozwoju Przemysłu SA. From 2006 to 2011, as part of her own business, she cooperated with Elektrim and ZE PAK. Since 2011, she has been the President of the Management Board at PAK-Volt SA.

In the years 1992-2011 she was a member of Supervisory Boards of companies from various industries, including companies such as: WEDEL SA, CPN SA, Nadwiślańska Spółka Węglowa SA, PZU SA, POLFA Tarchomin SA, Polskie Sieci Elektroenergetyczne SA, and KGHM Polska Miedź SA.

In ZE PAK Capital Group, she is a member of the Management Board of ZE PAK SA, PAK KWB Konin SA, PAK KWB Adamów SA and acts as the President of the Management Board of PAK Volt SA. She sits on the Supervisory Boards of the following companies: PAK Górnictwo Sp. z o.o., PAK Serwis Sp. z o.o.,

Elektrownia Pątnów II Sp. z o.o., ELPAK Serwis Sp. z o.o. in liquidation, Energoinvest Serwis Sp. z o.o. in liquidation.

The Vice-President of the Trade and Logistics Division manages the areas of the Company's activity assigned to the scope of tasks and competences of the following organisational units and independent positions:

- Logistics and Purchasing Department
- Trade and Market Service Department
- Quality Research Centre
- Administration Department
- Information Security Representative – Information Security Administrator
- Management Board Consulting Team

## **Zygmunt Artwik – Vice President of the Management Board**

### **Education background**

Zygmunt Artwik is a graduate of the Faculty of Electrical Engineering of Częstochowa University of Technology, specializing in the production of electricity. In addition, he has completed a course for energy managers at the Petten Institute (the Netherlands) and a course for technical directors at the Institute of Energy and Environmental Protection at the University of North Dakota (USA).

### **Summary of professional experience**

Zygmunt Artwik has many years of professional experience in the field of energy. He was the director and vice president of power plants and engineering companies. In addition, he led a project to build a power plant, among others in Koźienice, Połaniec, Pątnów and Turkey. He is also the author of several patents, technical and technological improvements related to the maintenance and operation of boilers and steam turbines.

In the years 1976-1979 he worked at Koźienice Power Station as the Duty Manager of two blocks 2x220MW. In the years 1979-2000 he worked at Połaniec Power Plant, occupying the following positions: Block Commissioning Manager, Chief Engineer for Power Plant Operation, Technical Director and Vice President of the Board - Technical Director. Due to his experience in the years 1986-1988 during his work at Połaniec Power Plant he was delegated to Elektrim SA for the position of the Commissioning Manager of a power plant being built in Turkey - Yenikoy. In the years 2000-2003 he worked at Elektrim Megadex Warsaw, occupying the position of the Vice-President of the Management Board for Business Development. In 2003-2013 he was the Vice-President of the Management Board - Director of the Power Plant in Polimex Mostostal SA. In 2013-2015 he was the President of the Management Board in ERBUD Industry Sp. z o.o. Recently, he was the Director in KPMG Advisory sp. z o.o. a limited partnership.

In ZE PAK SA Capital Group Zygmunt Artwik is the President of the Management Board of PAK Adamów sp. z o.o. and he is also taking a seat on the supervisory boards of the following companies: PAK SERWIS Sp. z o.o., Elektrownia Pątnów II Sp. z o.o.

The Vice-President of the Management Board, Mr. Zygmunt Artwik, managing the production division is responsible for all issues related to the production of electricity and heat in the power plants of the Company. He manages the areas of the Company's activity assigned to the scope of tasks and competences of the following organizational units and independent positions:

- Pątnów-Konin Power Plants
- Adamów Power Plant
- Productive Assets Management Department
- Main Power Engineer and Fuels Department
- Quality Management Department
- HSE Department
- Fire Protection Representative
- Management Board Consulting Team