

### **Justyna Kulka - Candidate for the Supervisory Board of ZE PAK SA**

Justyna Kulka has been associated with Polsat Plus Group for almost 12 years. She has extensive knowledge and professional experience in management, sales and marketing gained at the most renowned universities and in the largest companies from the telecommunications and new technologies sectors operating on the Polish market.

She is a graduate of the Faculty of Management and Marketing of Poznań University of Economics. She participated in the MBA program conducted by CMT (Centre for Management Training) of the University of Warsaw in cooperation with partner universities; University of Antwerp, Free University of Brussels, Harvard Business School; specialization: Business Management, as well as in the Leadership Academy program organized by the ICAN Institute.

From the beginning of her professional career, she has been associated with the telecommunications and new technologies sectors. She spent her initial years of work at Netia Telekom S.A. and Telefonía Lokalna S.A. Then she held managerial positions at PTC Sp. z o. o., operator of the Era and Heyah networks (currently T-Mobile Polska). In the years 2008-2012 she was the Director of the Business Market of P4 sp. z o. o. - Play network operator.

In the years 2012 - 2019 at Polkomtel sp. z o.o. and in Cyfrowy Polsat S.A. she served as Director of Offer Management and then Director of the Marketing Strategy Department, responsible, among others, for all activities related to sales, offers and marketing strategy.

From 2019 to May 2024, she was a member of the Management Board of Polkomtel Sp. z o.o., the Plus network operator, responsible for B2C and B2B markets.

Justyna Kulka is currently a member of the Supervisory Boards of Polsat Plus Group companies: she is the Vice-Chairwoman of the Supervisory Board in Polkomtel sp. z o.o., Vice-Chairwoman of the Supervisory Board in Telewizja Polsat sp. z o.o., Member of the Supervisory Board of Netia S.A., Interia.pl Sp. z o. o. and Liberty Poland S.A. She is also a member of the Supervisory Boards of PGE PAK Energia Jądrowa S.A. and Plus Bank S.A.

She is the Vice-Chairwoman of the Program Council of Lepsza Polska Association.