

### **Leszek Skiba**

He has been the President of the Bank's Management Board since April 2020, initially as the Vice-President of the Bank's Management Board, coordinating the work of the Bank's Management Board.

From 2015 to 2020 served as the Undersecretary of State in the Ministry of Finance, where he was responsible for supervising macroeconomic policy and tax legislation in 2016 - 2017 and for supporting legislation regarding financial and capital markets. He also prepared an outline of the budget system reform. From March 2019 to April 2020 he was the Chairman of the Bank Guarantee Fund Council. In the years 2009 – 2015 he worked at the National Bank of Poland (NBP) at the Institute of Economics, where, as an economic expert, he actively participated in the work on the NBP report indicating the consequences of Poland's membership in the eurozone and developed numerous analyzes and reports on, in particular, the eurozone economy and forecasting indicators macroeconomic in the euro area. In the years 2002 - 2009 he was an assistant at the Faculty of Political Studies at the College of Business - NLU in Nowy Sącz. Since 2009, he has been conducting non-profit public activities as Chairman of the Council and expert of the Sobieski Institute. Leszek Skiba is an alumnus of the Szkoła Główna Handlowa w Warszawie (Warsaw School of Economics), which he graduated with a master's degree in International Economic and Political Relations. He is the author of numerous publications in the field of his professional work and public activity.

### **Piotr Zborowski**

He has been the Vice-President of the Bank's Management Board since October 2021, supervising the Strategy Division.

He is a graduate of the University of Warmia and Mazury in Olsztyn, Faculty of Law and Administration, majoring in law. He also completed trainee attorney-at-law at the District Chamber of Legal Advisers in Warsaw. From September 2020 he was the director responsible for the area of servicing the corporate bodies of the Bank. In the scope of his duties, he also had ownership supervision and support for the work of the Management Board and Supervisory Board at Bank. He was involved in the process of developing and implementing the bank's strategy, implementing a number of strategic projects, including the project of integration with the Idea Bank S.A. enterprise acquired by the Bank under the decision of the Bank Guarantee Fund and cooperation on behalf of the Bank with the PZU S.A. Group.

In the years 2011 – 2014 he ran his own business in the scope of legal affairs and advisory. In the years 2018 - 2019 he was responsible for organizational and legal supervision at the Military Trade Company and was involved in developing the company's long-term strategy. In 2018, he was an adviser at the Military Property Agency, where he was involved in processes related to the management of unlicensed property and special trading. In the years 2019 - 2020 he was employed in government administration bodies: the Chancellery of the Prime Minister as an Advisor in the Political Cabinet of the Vice-President of the Council of Ministers and in the Ministry of State Assets as the Deputy Director of the Minister's Office, where he was responsible for coordinating cooperation with the Polish Parliament and the President of the Republic of Poland in the field of the legislative process and for the participation of the Minister in auxiliary bodies of the Council of Ministers. He co-created the concept of the long-term operation of the Ministry and was actively involved in legal processes and projects ran in the supervised units. Since October 2021, he has been a Member of the Supervisory Board of Energopomiar Sp. z o.o.

### **Paweł Strączyński**

He has been the Vice-President of the Bank's Management Board since August 2021, initially supervising the Strategy Division and now the Financial Division.

He has a university degree from the Wrocław University of Economics, the Faculty of National Economy, field of study: finance and banking and Master of Business Administration – Executive MBA degree.

From April to August 2021 he has held position of the President of the Management Board of TAURON S.A. and he was Member of the Management Board of PKEE – Polish Electricity Association. From February 2020 until the end of March 2021, he had held position of the Vice President of the Management Board for Finance at PGE Polska Grupa Energetyczna S.A. From November 2018 until February 2020, he had been the Vice President of the Management Board of Zespół Elektrociepłowni Wrocławskich KOGENERACJA S.A. (a subsidiary of the PGE Energia Ciepła S.A. group). From April 2018 until January 2019, he had held the position of the Vice President of the Management Board of ZOWER Sp. z o.o. (a subsidiary of the PGE Energia Ciepła S.A. group). From February 2017 until April 2018, he had been a Member of the Management Board of PGNiG Termika Energetyka Przemysłowa S.A., and from May 2016 until September 2017, he had held the position of a Member of the Management Board of Przedsiębiorstwo Energetyki Ciepłej S.A. in Jastrzębie-Zdrój. From July 2014 until May 2016, he had been a Member of the Management Board for Finance at Polska Grupa Biogazowa S.A. From February 2010 until December 2012, he had held the position of a Member of the Management Board, the Administrative and Financial Director at PROTEKTOR S.A. In the years 2005 - 2010, he had held the position of the Financial Director and the Proxy at the Steinpol Group, and from December 2002 until July 2005, he had been the Chief Accountant at ASP Polska sp.z o.o

### **Marcin Gadomski**

Between 29 November 2019 and 21 April 2020 he held position of the Vice President of the Management Board of Bank responsible for Risks Management Division. Later he was Credit Risk Director and from 1 of July 2020 he has held position of the Vice President of the Management Board of Bank responsible for Risks Management Division.

He graduated from the Warsaw School of Economics, majoring in Finance and Banking. He was also a scholarship holder studying at the University of Kiel (Germany) and completed doctoral studies at the Warsaw School of Economics. He passed a number of professional certification exams, including: Financial Risk Manager (FRM), Association of Chartered Certified Accountants (ACCA), Project Management Professional (PMP), Certified Banking and Credit Analyst (CBCA). He participated in the Leadership Development Program run by The John Maxwell Team as well as the Deloitte Leadership Program. He graduated Stanford Business Leadership Series on Stanford University and Global CEO Program on IESE Business School.

He began his professional career at the consulting company Ernst & Young (now EY) in 2002, where he conducted projects in the area of risk, finance and internal audit in financial institutions and non-financial enterprises. Then he continued his career with Deloitte Advisory, first in 2008-2012 as a Senior Manager, and in 2016-2018 as a Director. As part of Deloitte Advisory, He provided solutions for the largest financial institutions in Poland and abroad, among others in the field of credit policy, risk models, improving the credit process for retail and corporate clients, market and liquidity risk management, financial instruments accounting, regulatory requirements, M&A due diligences. In the years 2012 - 2016 he was the Director of Retail Credit Risk Unit at Bank Millennium. He was responsible for credit risk policy and credit assessment models for such business lines as unsecured consumer loans, mortgage loans and credits for small business. From August 2018 to November 2019 he was a Member of the Management Board of Pekao Bank Hipoteczny S.A. Additionally he is a member on Supervisory Boards as the Vice Chairman of Pekao Leasing Sp. z o.o., Pekao Investment Banking S.A. and Pekao Bank Hipoteczny S.A. as well as he is a Member of the Supervisory Board of Biuro Informacji Kredytowej S.A.

## **Jarosław Fuchs**

He has been the Vice-President of the Bank's Management Board since February 2020, supervising the Private Banking and Investment Products Division.

He received Master degree with honors in Marketing and Management, in the Faculty of Management of AGH University of Science and Technology in Cracow, as well as he graduated from Banking and Finance studies in Cracow University of Economics.

He started his career in 1994, initially in Big Bank S.A. and AGH University of Science and Technology in Cracow, where he acted as a teaching assistant in Management Faculty. From 1996 to 1997, he worked for Raiffeisen Centrobank S.A. Branch in Cracow, where he was responsible for building relationships with Corporate Customers. From September 1997, he worked for Societe Generale Warsaw Branch as a Senior Marketing Specialist in the Trade Office in Cracow. In October 2000, he moved to Fortis Bank Polska S.A., as a Senior Customer Advisor in Medium and Large Enterprises Center. From March 2003, he worked for Bank Millennium S.A. in the position of the Senior Expert and, subsequently – Director of Małopolskie Customer Cooperation Center (Medium and Large Enterprises). From August 2004, he was associated with Bank BPH S.A. in Cracow and next, from December 2007 with Bank Pekao S.A. in managerial positions responsible for Corporate Customer relations. Since March 2011, he has been responsible for management of Private Banking Relationship Managers Team as a Regional Sales Office Director in Cracow, at the same time, since 2013, he has been working for Pekao Central Brokerage House as a Director in the Region in Strategic Customers Office, where he has been responsible for investment product distribution for strategic Customers.

## **Błażej Szczecki**

He has been the Vice-President of the Bank's Management Board since January 2021, supervising the Technology and Operations Division.

Since 2004 he has been professionally associated with the Pekao Group. From 2018 till 2021 he has served as the Chief Transformation Officer and subsequently as the Chief Strategy Officer of Bank Pekao, responsible a.o. for the digital and operational transformation, as well as for the coordination of the work on the strategy of the Bank. From 2017 till 2018 he was responsible for the Transformation and Services Division, where he managed a.o. IT and Operations of the Bank. In 2010 - 2017 he was Member of the Management Board of Pekao Leasing Sp. z o.o., where he assumed responsibility for IT, operations, insurance business, and customer service. Previously, from 2004 till 2010 he held various leadership roles in the Corporate Banking Division of Bank Pekao, including participation in the taskforce preparing the merger of Bank Pekao with the BPH Bank. Before joining Bank Pekao, he worked as consultant for McKinsey and Co. in Frankfurt (Main) in Germany. He also served as a research associate at the University in Frankfurt (Oder) and in Giessen (Germany), as well as professional experience at Dresdner Bank. Since 2017 he has served as the Chairman of the Supervisory Board of Centrum Kart. In addition, from 2017 till 2020 he was also the Vice-chairmen of the Supervisory Board of Pekao Financial Services.

He has a Ph.D. degree in economics from the European University Viadrina Frankfurt (Oder), he graduated from the Faculty of Economics at the European University Viadrina Frankfurt (Oder). He participated in numerous courses and trainings in Poland and abroad, a.o. Unifuture in cooperation with the Institute for Management Development (IMD) in Lausanne (Switzerland).

### **Wojciech Werochowski**

He has been the Vice-President of the Bank's Management Board since January 2021, supervising the Retail Banking Division.

He is a manager with 20 years of experience in banking, for 4 years associated with Bank, where from December 2017 served as a director of the Retail Customer Credit Products Department, managed retail customer credit products and was responsible for the sales activity, portfolio quality as well as financial performance of the product and product development. Before joining Bank he worked at PKO Bank Polski, Bank Citi Handlowy, and Bank BPH, where he was responsible for the development and management of credit products, including mortgage loans, and the CRM function. Between 2000 and 2008 he was associated with General Electric Capital in Poland, with GE Money Bank. He has worked in a number of positions in the areas of product management, development of new business models, strategic pricing and finance management, Lean Six Sigma programs.

He has a university degree and an MBA degree from the University of Gdańsk, Copenhagen Business School and Universiteit Antwerpen. He completed trainings under the GE Management Development Institute, including Six Sigma Black Belt and Advanced Manager Course.

### **Jerzy Kwieciński**

He has been the Vice-President of the Bank's Management Board since February 2021, supervising the Corporate Banking, Markets and Investment Banking Division.

He is a graduate of Faculty of Materials Engineering of the Warsaw University of Technology and holds a degree of Doctor in the field of technical science. He also completed a postgraduate course for managers at the Warsaw School of Economics and an international Master of Business Administration (MBA) programme run by the University of Antwerp, the University of Staffordshire, the Free University of Brussels and the University of Warsaw. He has experience in academic and research and development work, which he gained, among others at the Warsaw University of Technology and as a visiting professor at Brunel University of West London.

He has more than 30 years of international experience in strategic planning, management of large organizations, programs and projects in the public, private, non-governmental and scientific research sectors, including energy sector. From 1993 to 2004, he worked for the European Commission Representation in Poland, where his duties included management of programmes and projects financed by the European Union. He also participated in the works preparing Poland for membership in the European Union. Between 2004 and 2005 he was the President of Europejskie Centrum Przedsiębiorczości sp. z o.o., where in 2008-2015 he acted as a Vice-President of the Management Board. In 2005, Mr. Kwieciński took a position of the Undersecretary of State at the Ministry of Regional Development, where he coordinated the national development policy and cohesion policy, including the work on the National Development Strategy for 2007-2015 and the National Cohesion Strategy for 2007-2013. Between 2008 and 2015, he served as President of the Management Board of JP Capital Group sp. z o.o., specializing in preparation and implementation of projects and innovations, including establishing and running start-ups. In that period he was also head of Fundacja Europejskie Centrum Przedsiębiorczości (European Entrepreneurship Centre Foundation). In 2015, he was appointed the Secretary of State in the Ministry of Development. Since 2015, he has been a member of the National Development Council. In November 2015, he was appointed the First Deputy of the Deputy Prime Minister in the Ministry of Development. From January 2018, he held the office of the Minister of Investment and Development, and from September 2019 he served also as the Minister of Finance. He held both functions until November 15, 2019. He worked on, among others on preparation and implementation of the Strategy for Responsible Development and implementation of cohesion policy. From January to December 2020 he acted as President of the Management Board of Polskie Górnictwo

Naftowe i Gazownictwo S.A. (PGNiG), he has been a member of the Supervisory Board in TUW Polski Gaz, Europolgaz SA and President of the Board of Directors PGNiG Upstream Norway.

**Magdalena Zmitrowicz**

He has been the Vice-President of the Bank's Management Board since December 2018, supervising the Enterprise Banking Division.

She joined Bank in year 2018 and until the appointment to the Management Board of the Bank, she was the Managing Director in the Corporate Banking, Markets and Investment Banking Division. Before she worked at Bank Handlowy w Warszawie S.A. as well as European structures of Citigroup. During a period 1999 - 2018 she held various roles, incl. position of a Director in Commercial Banking, a Regional Sales Director and a Regional Director in Public Sector in Commercial Banking Department where she was responsible for the sales management structures on regional and branch levels.

She graduated from the University of Gdansk in Social Sciences as well as Management. In year 2013 she graduated from Commercial Credit College, Citibank, Citigroup, NYC, USA. She was leading the group of Strategy Champions within Bank Handlowy w Warszawie S.A.

She graduated Stanford Business Leadership Series on Stanford University and Global CEO Program on IESE Business School.