

Mr. Paweł Majewski

Mr. Paweł Majewski graduated from the Faculty of Law and Administration of the Jagiellonian University and completed postgraduate Executive Master of Business Administration (MBA) studies at the Warsaw Management University.

He is an executive with extensive experience in managing commercial companies, including enterprises with an equity stake held by the State Treasury. Until 8 April 2022, he served as President of the Polskie Górnictwo Naftowe i Gazownictwo S.A. Management Board. Previously, he held the positions of President of the Grupa LOTOS S.A. Management Board, Vice-President of the Huta Stalowa Wola S.A. Management Board, Management Board Member at DO & CO Poland Sp. z o.o. and President of the Airport Cleaning Service Sp. z o.o. Management Board. He has also acquired extensive professional experience in managerial positions, including at PETROLOT Sp. z o.o. (currently: ORLEN Aviation Sp. z o.o.) and as the Director of the Variable Margin and Production Management Division at PGNiG TERMIKA S.A.

Moreover, according to his representation, Mr. Paweł Majewski indicated that he is a Supervisory Board Member at Polski Holding Nieruchomości S.A. and the Supervisory Board Deputy Chairman of the company doing business as System Gazociągów Tranzytowych EUROPOL GAZ S.A., but does not conduct any activity in any form that would be competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company nor does he participate in any competing legal person as member of any of its governing bodies. Mr. Paweł Majewski is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Tomasz Siwak

Mr. Tomasz Siwak graduated from the Faculty of Law and Administration of the Cardinal Stefan Wyszyński University in Warsaw and the Faculty of Economics of the Radom University of Technology. He holds a professional property manager's license.

From 2005 to 2007 he served as the head of office and residential properties at the Prime Minister's Office. Then he was a director of the Warsaw Field Branch of the Military Property Agency (2007-2009). From 2009 to 2010 he was Director of the Logistics and Administration Department of Bank Gospodarstwa Krajowego.

From 2010 to 2015 he served as the CEO of Port Lotniczy Radom S.A., from 2015 to 2017 as Vice President of BGK Nieruchomości and subsequently as the CEO of PGE Energia Odnawialna S.A. (2017–2018). From 2018, he was the Vice-President on Development Strategy at ENEA Wytwarzanie, simultaneously serving as the acting Vice-President for Financial Matters. He is responsible for the ENEA Group's Renewables area, including its operations, development and strategy. He devised the ENEA Group's concept of replacing in the future the depleted coal-fired power units with low-emission gas units. Member of the OZE Power Programming Council. Vice-President of the National Economy Institute (2020). CEO of ENEA Nowa Energia Sp. z o.o. (2020).

According to his representation, Mr. Tomasz Siwak does not conduct any activity in any form that would be competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a

company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Tomasz Siwak is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Rafał Marek Mucha

Mr. Rafał Marek Mucha is a graduate of the Faculty of Law and Administration in law and the Faculty of Economics at the University of Szczecin in economics. He completed postgraduate studies in European project management, accounting, the real estate market and EMBA, courses and seminars on corporate financial analysis, environmental protection and law, including tax law. He also completed Ph.D. studies at the Faculty of Law and Administration of the University of Szczecin in law. He is a certified accountant.

Management Board Member responsible for finance at ENEA S.A. since December 2020. Worked for the PGE Group from 2016 to 2020. In 2020, he served as Vice-President of the Management Board for Financial Matters at PGE Górnictwo i Energetyka Konwencjonalna S.A. In 2016-2020, he was the Deputy Branch Director and at the same time Economic and Financial Director at PGE GiEK S.A. – Dolna Odra Power Station.

He has more than fifteen years of experience in corporate management. He also gained professional experience in the banking sector where he was predominantly involved in evaluating the economic standing of businesses for lending purposes and debt restructuring. He ran his own business and cooperated with a law firm and he lectured at the Higher School of Public Administration in Szczecin (WSAP).

According to his representation, Mr. Rafał Marek Mucha does not conduct any activity in any form that would be competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Rafał Marek Mucha is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Dariusz Szymczak

Counselor-in-law, manager.

Graduate of the Faculty of Law at the Adam Mickiewicz University, Post-graduate Study Program in Banking at the Poznań Academy of Economics (currently Poznań University of Economics and Business) and the Institut für Mittelstandsforschung der Universität Mannheim.

He has extensive experience in the power industry, including the operation of the regulated electricity market and the related market trends. He has been a member of the Management Board of ENEA Centrum Sp. z o.o. since 2018 (and President of the Management Board since January of 2020).

He is a specialist in management with extensive accomplishments in conducting restructuring and development projects. He also has many years of experience in performing supervisory duties as a member of many supervisory boards in companies owned by the State Treasury and local governments.

As a counselor-in-law he also ran many proceedings in regulatory authorities (Energy Regulatory Office, Office of Competition and Consumer Protection) and in the International Court of Arbitration in Paris.

As a native of Poznań he has always appreciated and endeavored to augment corporate social responsibility with a focus on the development of regional needs and investments.

According to his representation, Mr. Dariusz Szymczak does not conduct any activity in any form that would be competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership, or as a member of a governing body in a company and he does not participate in any competing legal person as a member of its governing body. Mr. Dariusz Szymczak is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Marcin Pawlicki

Mr. Marcin Pawlicki's education relates directly to the area of management. He graduated from the Warsaw School of Management and received a Master of Business Administration degree from Oxford Brookes University. He is fluent in English. He has more than ten years of professional experience on management positions, including in the energy sector. In his professional life to date, he performed numerous activities related to the analysis and evaluation of financial statements and other documents related to accounting and financial reporting of commercial companies.

In the past, he held, among others, the position of the Vice-President of the City of Szczecin, exercising owner's oversight over companies, developing skills in managing large and complex teams of employees. The oversight duties included, in particular, rational use of assets to ensure the proper performance of the assigned tasks, including those associated with the performance of the township's own responsibilities and effective exercise of ownership rights in order to carry out the tasks and objectives, for which the companies were established. Mr. Marcin Pawlicki also served as the Chairman of the Supervisory Board of Grupa Azoty S.A. and of the Audit Committee in this Supervisory Board. He supervised processes related to key capital expenditures in the chemical industry. He performed those obligations mainly by analyzing financial and management reporting of the supervised entities. He was also a member of the Supervisory Board of Inwestycje Miejskie Stadion Sp. z o.o. He served as an Advisor to the Management Board of ENEA Operator Sp. z o.o., acquiring broad knowledge of the energy industry and its functioning.

According to his representation, Mr. Marcin Pawlicki does not conduct any activity in any form that would be competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Marcin Pawlicki is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.

Mr. Lech Adam Żak

Mr. Lech Adam Żak graduated from the Faculty of Electrical Engineering at the Poznań University of Technology, majoring in Power System Networks. He also completed postgraduate studies at the Warsaw School of Economics, the Poznań University of Economics and Business and the Wielkopolska Business School.

He participated in research workshops in California's Silicon Valley at Stanford University and in a course in Project Management at Washington University.

He has acquired professional experience across all levels of business, from engineering to managerial positions, covering the whole business area of the power sector, from distribution to generation. He served as the first CEO of ENEA Operator and recently as the CEO of ENEA Elektrownia Połaniec.

He has obtained a diploma from the Minister of Industry confirming his passing of an examination for candidates for members of supervisory boards in State Treasury-owned companies. He has been a member of a number of supervisory boards in companies operating in the power sector. He also serves as a Supervisory Board member in the Polish Center for Accreditation.

He holds all professional qualifications required in the industry and has authored various innovative solutions in the field of project organization and finance as well as utility models in the power sector.

He also puts his professional skills to use in socially beneficial initiatives, such as foundations and industry associations, including the Association of Polish Electrical Engineers as the President of the Piła Branch and the Chairman of the Legislation Committee at the General Board of the Association of Polish Electrical Engineers and a member of the Polish Society for the Transmission and Distribution of Electricity and the Economic Society of Power Plants.

According to his representation, Mr. Lech Adam Żak does not conduct any activity in any form that would be competitive to ENEA S.A., nor does he participate in any competing company as a partner in a civil or commercial law partnership or as a member of a governing body in a company and he does not participate in any competing legal person as a member of any of its governing bodies. Mr. Lech Adam Żak is not listed in the Register of Insolvent Debtors kept pursuant to the National Court Register Act.