

Grzegorz Szatkowski

Born 31.07.1970, married, three underaged children

I have 30 years of professional experience, mostly in finance-related roles or related to financial services. My key strengths are resourcefulness and ability to focus. I enjoy working with teams across ages, styles, or cultures. I like challenges and I am confident about my capabilities to add value long term, especially against complexities and diverging stakeholders' interests. I motivate myself to learn new things throughout my professional life and as such I aspire to be inspiring to others. My work slogan is "knowledge is good".

Professional experience:

Plus Bank

Poland

CEO / Acting CEO (April 2022 - present)

Meest Group

Ukraine

CFO (October 2021 - April 2022)

international logistics group

Kredobank

Ukraine

universal nationwide bank with HQ in Lviv owned by PKO Bank Polski

ranked no. 8 in retail credit, no. 16 in total assets as of 2019

\$800 m in assets, over \$23 m in net profit for YE2019

CFO (from January 2012); **First Vice President CFO/COO/CIO** (September 2014-November 2015); **CEO** (November 2015 – March 2020)

Supervisory Board Member on behalf of PKO Bank Polski, Department Deputy Director at PKO Bank Polski (May 2011 – January 2012)

Initially brought in as an outside aide to coordinate some NPLs cleanup and to oversee the re-start after the Bank's complete collapse in 2008-2009 crisis.

Invited to the management board to ensure cost discipline, financial risks management and coordinate various litigations during the turnaround. Afterwards assumed direct responsibilities for all activities except sale, marketing and credit risks. Ultimately CEO.

Led the Bank through crisis, restructuring, and expansion to reach the status of a leading banking institution in Ukraine. Provided strategic vision and day-to-day care for important details, especially operational betterment and client service, proved ability to consolidate leaders, teams and interests around the agenda for balanced growth with commitment to innovation and quality.

Achievements:

- Consistently profitable with ROE >20% and outperforming annual profit budgets in each of the last 5 years
- Outpacing peers in loan and market share growth
- Migrated from "problem" to "systemically important bank" category

AKJ

private-owned investment firm

Investment Director / Head of Private Equity (June 2007 – January 2011)

Joined the Firm to execute PE transactions and acquisition leverage structuring. Built capabilities to source and evaluate deal proposals and co-led the Firm's efforts to raise funds.

Achievements:

- Structured mezzanine financing for two related equity investments
- Structured senior debt re-financing for an equity investment in a publicly listed transport and logistics company
- Acquisition of 100% of MIFAM, medical component producer

RB Investcom / Getin

Investment vehicle with focus on financial services

Advisor in several direct or indirect investment projects (June 2003 – December 2004)

Invited to evaluate an acquisition of Poland's leading car finance company and subsequently hired to co-ordinate acquisitions and financing various projects which subsequently constituted Getin Group, at the time a leading banking group in Poland created *de novo*. Initiated and executed the creation of Open Finance, a financial adviser. Supervised Carcade, a leasing company in Russia.

Achievements:

- Led marketing of the secondary equity offering of Getin that allowed to finance acquisition of GBG Bank (later Getin Bank)
- Structured bailout finance package from the Deposit Guarantee Fund for the acquisition of Bank Przemyslowy by Getin Bank
- Set up initial financial framework for the assembly of financial services operations that became Getin Bank group
- Initiated creation of Open Finance, the market leader and a leading innovator in financial advisory at that time
- Mentored expansion of Carcade Russia from two locations to the countrywide car leasing leader

Merrill Lynch

United Kingdom

Global investment bank

Investment Banking – Associate at EMEA Group (September 1997 – June 2001)

Hired to assist in M&A executions in EEMEA, then developed to a generalist with competences in complex transactions for Central & Eastern European clients e.g. privatizations, strategic acquisitions, IPOs.

Achievements:

- Privatization strategies for PGNiG in Poland and Banca Comerciala Romana in Romania
- Convertible Bond for Elektrim – assistance through credit ratings process
- PLN 0,7 bn Public Equity Offering by Pekao SA, second stage of the privatization

Private Equity Investments - Associate (June 2001 – March 2003)

Internally hired for Private Equity for global Emerging Markets which later extended its mandate to Western Europe.

Achievements:

- Initiated investment in 49% in Dominet Bank in Poland (growth and acquisition finance) and execution team member
- Supervised and analyzed investment in BIM, a hard discount retailer in Turkey

Chase Fund Management

owned by Chase, managing National Investment Fund "Magna Polonia"

Portfolio Director (July 1996 – August 1997)

Responsible for managing three portfolio companies (furniture company, a flour mill, and a railway components producer) and investments in projects outside the vested portfolio. Main focus on finding strategic partners to enhance value through know-how transfer and access to growth capital.

Achievements:

- Coordinated a share swap with a dozen of other NIF funds that helped to consolidate minority positions with a significant market value gain of the portfolio

KN Wasserstein

Owned by Wasserstein Perella for managing XI National Investment Fund

Portfolio Analyst (September 1995 – June 1996)

Responsible for creating a financial and business monitoring framework for several portfolio companies in sectors ranging from food processing, mining equipment and medical aid. Assisted in several restructuring processes including debt write-offs and debt to equity swaps and operational turnarounds. Supervisory Board member in several companies.

Macro PJG

A US private-owned market research and advisory company

Project Manager, Analyst, Translator (July 1993 – August 1995)

Started as a life cabin translator of focus groups, later employed as a statistical analyst in quantitative studies mainly for FMCG clients, and ultimately became a project manager with mandates executed for an IT equipment producer, a fashion brand and a charity organization.

Ernst & Young

Audit and management consulting

Researcher / Analyst (employed at project basis 1991/ 1992)

Assisted in one bank audit and prepared a market entry study for Commercial Union.

ITCA

Management consulting

Researcher / Analyst (employed at project basis 1991/ 1992)

Assisted in a diagnostic project focused on financial and market consequences of the COMECON collapse for the Polish manufacturers. Assisted in foreign investors searches for several companies.

AS Boldsen

Denmark

Short-term intern (October 1992 – February 1993)

Assisted in a research on the Polish market for plumbing materials.

GEC Alsthom

United Kingdom

Short-term intern (summer 1992)

Learned about currency hedging in the international marketing office.

Education:**Collegium Civitas**

Warszawa

2008, Post Graduate Course in History of Arts

Szkoła Główna Handlowa

Warszawa

1989-1994, Foreign Trade Department

Master's Degree in Management, thesis in Quality Management Systems

1st Czarnecki Lycee

Chelm

1995-1989, Highest grades, mathematics and physics profile

Other:

Proficient in English, both spoken and writing

Fluent in Ukrainian and Russian - freely speaks and reads with writing skills at intermediate level

Intermediate in French, beginner in German

Enjoys long distance running, reading history books, interested in arts