

Grzegorz Olszewski – President of Alior Bank S.A.

From November 2021, a Vice-President of the Management Board of Alior Bank S.A. in charge of chairing the Management Board and from July 2022, after receiving approval from the Financial Supervision Authority, a President of the Management Board of Alior Bank S.A. within the Alior Bank Capital Group. He also serves as a Chairman of the Supervisory Board of Alior Towarzystwo Funduszy Inwestycyjnych S.A. He is also an academic lecturer, teaching investment products and the basics of finance at Lazarski University in Warsaw.

He has many years of professional experience in financial institutions. From 2019 to 2020, he was associated with Bank Pekao S.A., where he first served as a member of the Management Board and then as a Vice President of the Management Board. He was responsible for the IT, brokerage, bancassurance and digital transformation sectors, successfully developing the electronic banking system, among others through the implementation of advanced mobile banking solutions (including PeoPay & PeoPay Kids).

From 2017 to 2019, he worked for the PZU Group, where he was director of the Sales Office of Investment Products of PZU Życie S.A. and an advisor to the CEO of PZU S.A. He was also a project manager for the launch of an inPZU platform - the first passive investment fund sales platform in Poland.

In 2016, as a director of Sales and Marketing of AgioFunds TFI SA, he was actively developing the fund's investment products.

With Alior Bank he was also associated from 2010 to 2016, where he was responsible for implementing innovative solutions in the areas of investment funds, treasury products and the FOREX market. In 2012, he was promoted to the role of Sales Director of Investment Products in the Brokerage Office of Alior Bank, where he was executing, among others, the IPO of Alior Bank, promoting the Alior Trader platform and launching investment advisory services.

His professional career in finance began at Bank Millenium S.A., where he worked from 2007 to 2010, in retail banking.

Grzegorz Olszewski is a graduate of the Faculty of Management at the University of Warsaw, where he completed the Executive MBA programme, Lazarski University (majoring in Economics), Wyższa Szkoła Zarządzania/Polish Open University (now Vistula University of Finance and Business Administration in Warsaw) majoring in Financial Management, and Oxford Brookes University with a Bachelor of Arts (B.A.) in Finance.

Grzegorz Olszewski meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Paweł Broniewski – Vice-President of Alior Bank S.A.

He joined the Management Board of Alior Bank S.A. in April 2023. He is an expert in the areas of security, cyber-security, AML, compliance, business processes, operations and IT. Previously, he was a member of the Management Board of Alior Leasing sp. z o.o. within the Alior Bank Capital Group. Currently, he is on the Supervisory Board of the same company.

Paweł Broniewski has an extensive managerial experience, gained, among others, as an executive director and member of Supervisory Boards at Tauron Polska Energia and the Azoty Group. He was responsible for corporate, business, physical and cyber security as well as audit and the internal control system.

He is a graduate of the Krakow University of Economics and the Krakow Business School, where he earned an Executive Master of Business Administration (MBA) in Corporate Management. He also completed postgraduate studies on the Washington Convention CITES for State Administration at the Agricultural Academy in Poznań and the Power PRO leadership competence development programme at the ICAN Institute.

He is certified as an internal auditor (issued by the Ministry of Finance) and qualified to perform inspections and internal audits in public administration (issued by the Ministry of Internal Affairs and Administration).

Paweł Broniewski meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Radomir Gibała – Vice-President of Alior Bank S.A.

Member of the Management Board of Alior Bank S.A. since June 2021. He is responsible for the bank's finance area, investor relations and supervision of subsidiaries. An economist and experienced manager, with nearly 20 years of experience on both the domestic and international markets. His background includes the implementation of projects for the financial sector and professional services in the development and implementation of business strategies and the preparation and control of financial plans.

Before joining Alior Bank, Radomir Gibała was associated with Baker McKenzie, where from 2012 to 2021, as a member of the management committee, he was responsible for strategic consulting, improving financial efficiency and developing cooperation with financial institutions.

From 2005 to 2012, he worked at Ernst & Young, where as a manager he was responsible for advising companies from the financial services sector. Previously, he was associated with Bank BPH, where he managed projects in the area of corporate banking.

Radomir Gibała graduated from Finance and Accounting at the Krakow University of Economics and completed doctoral studies in Economic Sciences at the Warsaw School of Economics. He also graduated from the management programmes of IESE Business School and INSEAD.

Radomir Gibała meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Szymon Kamiński – Vice-President of Alior Bank S.A.

Member of the Management Board of Alior Bank S.A. since November 2022, he is responsible for the business customer segment. Before taking on this role, he has managed businesses in the areas of finance, consulting and industry, gaining experience in both Poland and abroad. From 2020 to 2022, he was a President of the Management Board of Pekao Leasing. From 2011 to 2019, he was a CEO of Santander Leasing and other subsidiaries of the Santander Group.

From 2008 to 2010 he worked for the Credit Agricole Group and before that for the Det Norske Veritas Group. At the latter, between 2006 and 2008, he managed projects among others in Europe, the Far East and South America. From 2003 to 2005, he was a Country Manager of DNV Iberia in Spain and Portugal, and from 1998 to 2003, Country Manager of DNV Industry in Poland.

Between 1996 and 1998, he was one of the Directors managing the post-acquisition restructuring of the Polish part of the Swedish Trebruk Group, currently Arctic Paper SA.

Szymon Kaminski graduated from the Maritime Academy in Gdynia and from the AMP (Advanced Management Program) of IMD Lausanne in Oslo.

Szymon Kamiński meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Rafał Litwińczuk, Vice-President of Alior Bank S.A.

He has 30 years of experience in the banking sector. In his professional career, he has been responsible for asset and liability management, financial markets, sales and products in numerous financial institutions.

Since November 2021, he has been the Vice-President of the Management Board of Alior Bank, where he supervises sales and products for retail clients, the private banking area, and the brokerage office, and since April 2023, also treasury activities.

From July 2018 to November 2021, he was responsible for finance at the Management Board of Pekao Bank Hipoteczny. At that time, he implemented a project for the transfer of mortgage receivables within the capital group. From 2016 to 2018, he was responsible for arbitrage and the bank's interest rate, as well as relations with financial customers and the project of implementing the MIFID II regulation at Credit Agricole Polska SA.

From 2012 to 2016, he worked at Pekao Bank Hipoteczny, where, as Director of the Asset and Liability Management and Mortgage Note Issuance Department, he was responsible for long-term financing, treasury operations, hedge accounting, currency risk, asset and liability management, relations with rating agencies and investors. He supervised the mortgage bond program, amendments to the prospectus, liaison with the KDPW and compliance with disclosure requirements.

From 1997 to 2012, he worked at WestLB's investment bank, Westdeutsche Landesbank (now HELABA Landesbank Hessen-Thüringen), where, as Director of the Treasury Department, he supervised the sale of financial instruments, arbitrage, interest rate management, currency risk, liquidity in the EMEA region, and was responsible for customer relations and service.

From 1995 to 1997, he managed liquidity and interest rates at ING Bank Śląski. From 1993 to 1995 he worked at Bank BGŻ, where he carried out transactions on the interbank market, was responsible for the bank's liquidity, interest rate management, and depositary transactions with the bank's customers.

A graduate of the European School of Law and Administration, postgraduate studies at the Faculty of Law at the University of Warsaw, Executive MBA studies, he also completed doctoral studies in economics at the Institute of Economic Sciences of the Polish Academy of Sciences and Executive DBA studies as well as numerous training courses in banking organized, inter alia, by EUROMONEY and INSEAD Business School.

Rafał Litwińczuk meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Tomasz Miklas, Vice-President of Alior Bank S.A.

Employed at Alior Bank since 2008 and was promoted to the position of Deputy CEO in October 2022. Previously, he held numerous managerial positions in credit, operational, liquidity, and market risk management. He has many years of experience in leading strategic projects, including work organization transformation, mergers and acquisitions, and implementation of new products and processes.

From 2021, prior to joining the Management Board, he held the position of Director of the Credit Risk Department at Alior Bank. He was responsible for credit risk management for individual clients, micro-enterprises, business customers, and supervision of the credit policy of Alior Bank's subsidiary - Alior Leasing.

In addition, he chaired the Credit Risk and Business Initiatives Committee and was a member of the Credit Committee, the Operational Risk Committee, the Model Risk Committee and the Bank Development Committee.

From 2017 to 2021, he was responsible for credit risk management for business segments, including micro-enterprises and business clients. Between 2013 and 2017, he focused on credit risk management of products for individual clients.

Tomasz Miklas is a graduate of Computer Science and Econometrics at the Faculty of Economic Sciences at the University of Warsaw. He also completed postgraduate studies in Risk Management at Financial Institutions at the Warsaw School of Economics.

Tomasz Miklas meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Jacek Polańczyk, Vice-President of Alior Bank S.A.

He joined the Management Board of Alior Bank in May 2021. He is responsible for the following areas: marketing communication, customer relations, procurement, and logistics. Previously, he held the position of Director of the Marketing Department.

In the past, he among others was associated with the fuel and energy sector. He worked for the PGE Group and PGNiG S.A., where he held, i.a. the position of Marketing Department Director.

He has extensive managerial experience and knowledge of various branches of law, including commercial companies law and tax law. He has worked in renowned law firms and in the civil service, including the Ministry of Treasury.

Jacek Polańczyk graduated from the Faculty of Law and Administration at the University of Warsaw and Management and Marketing Studies at the Warsaw School of Economics. He also graduated Foreign Policy Studies at the Polish Institute of International Affairs. He holds a Master of Business Administration degree from the Warsaw Management University.

Jacek Polańczyk meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).

Paweł Tymczyszyn, Vice-President of Alior Bank S.A.

In the Management Board of Alior Bank since November 2021, he is currently responsible for the areas of technology, legal, and data protection. Previously, he was additionally responsible for the area of operations and payment systems as well as security. He is also the Chairman of the Supervisory Board of Alior Leasing sp. z o.o., a member of the Alior Bank Group.

Until 2021, Paweł Tymczyszyn served a Proxy and Director of the Corporate Services Division at Bank Pekao S.A., where he managed, i.a. the Legal Department, the Procurement Department, the Real Estate Department, and the Bank Service Department. Previously, he also held the position of: Managing Director of the Legal Department including support for the Bank's Corporate Bodies and Pekao Group entities and initially Managing Director of the Key Restructuring and Debt Collection Department of Bank Pekao S.A.

As a manager, Paweł Tymczyszyn has gained almost 20 years of experience in supervision, management, and consulting, working for various entities, including large public companies from the banking, retail, insurance, operations, and industrial sectors. He also gained experience in providing legal advice to numerous businesses and law firms.

He is an attorney-at-law with many years of practice. He specializes in corporate and company regulatory law, banking law, commercial law, and in mitigation of legal risks of key credit and financial transactions, mergers and acquisitions, restructuring and debt collection, as well as civil litigation, real estate, labor law, protection of property, and press law.

He is a co-author of part of the Banking Law Commentary of 2022 issue edited by P. Zapadek and A. Mikos-Sitek (published by Wolters Kluwer) and publications on corporate and banking law in Monitor Prawniczy, Monitor Praw Handlowego, Przegląd Prawa Handlowego. He was a panelist at numerous economic, legal, and new technology conferences.

He is a postgraduate student in banking at the Warsaw School of Economics. He graduated from managerial programs at Said Business School of the University of Oxford: Artificial Intelligence, Executive Finance, Executive Leadership. A graduate of Executive MBA studies at the Faculty of Management of the University of Warsaw and master's studies in law at the Faculty of Law and Administration of the Jagiellonian University in Cracow. Previously, he graduated from the Technical School of Communications in Cracow in the field of electronics technician with a specialization in electronic machines and digital systems.

Paweł Tymczyszyn meets all the requirements set out in the provisions of Article 22aa of the Act of 29 August 1997 – the Banking Law (consolidated text: Dz.U. [Polish Journal of Laws] of 2019, item 2357 as amended).