

**Mr. Bogusław Oleksy**

He graduated from the Katowice University of Economics, with a Master's degree in Economics. He also earned a Master of Business Administration in corporate management as part of studies organized by the Kraków School of Business and the Kraków University of Economics. In addition, he completed postgraduate studies in: European Union Law, European Union Structural Programs, Internal Audit Management, Accounting and Finance, Taxation, Corporate Financial Management, Management, Administration and ESG Reporting. He also holds a Prince 2 Project Management Certificate and The Strategic Leadership Academy Certificate from the Canadian International Management Institute, as well as a Certificate from Warsaw School of Economics and Ernst&Young's International Financial Reporting Standards program and an Accounting Certificate from the Minister of Finance. In addition, he has completed the Supreme Audit Office's auditor training. He has completed a number of training programs and courses, including on wealth management, ESG reporting, financing, and leadership development program.

He gained professional experience in industrial companies and parent companies of holding structures (energy and mining industries). He also has experience in private entities. During his work in the mining industry, he has gained comprehensive experience in projects and operations, as well as in management and supervision.

He is a manager with many years of experience in large capital companies as a management board member and director, as well as in supervision. In his career, he has held the following management positions, among others:

Vice-President of the Management Board for Economic and Financial Matters at Tauron Polska Energia S.A., Katowice,

Vice-President of the Management Board for Financial Matters at Węglokoks S.A., Katowice,

President and Vice-President for Economic and Financial Matters at KOPEX-Ex-Coal sp. z o.o., Katowice,

Management Board Member for Operations at Elektrociepłownia Będzin sp. z o.o.,

President of the Management Board PKE Broker sp. z o.o., Katowice,

President of the Management Board in Jastrzębska Spółka Węglowa S.A., Jastrzębie-Zdrój,

Vice-President of the Management Board for Financial Matters in JSW S.A., Jastrzębie-Zdrój,

Director of the Development, Innovations and IT Development at JSW S.A.,

Executive Director for Asset Management at TAURON Polska Energia S.A.,

Finance Director at Południowy Koncern Energetyczny S.A.,

Deputy Director for Financial Matters at Jaworzno III Power Plant S.A.

He has served on 20 supervisory boards in companies in a wide variety of industries, including: Tauron Wydobycie S.A.; Biomasa Grupa Tauron sp. z o.o.; Dom Maklerski NWA I S.A.; Spółka Energetyczna Jastrzębie S.A.; TFI Forum S.A.; Energomontaż Południe S.A.; Energoaparatura S.A.; Nadwiślańska Spółka Energetyczna sp. z o.o.; Polskie Uhli a.s.; Towarzystwo Ubezpieczeniowe Energoasekuracja S.A.; Bank Energetyki S.A., Pol-Miedź Trans sp. z o.o.; JSW Nowe Projekty S.A.

He ran his own business in consulting and management.

**Mr. Tomasz Gawlik**

Mr Tomasz Gawlik has been working for Jastrzębska Spółka Węglowa S.A. and the JSW Group for 29 years. He graduated from the University of Economics in Katowice. At the same university he also completed Postgraduate Tax Studies in the field of finance and tax accounting. Initially, he worked in the Jas-Mos mine and from 2005 he worked in the Management Board Office of Jastrzębska Spółka Węglowa S.A. in the Public Procurement and Contracts Section. From 2008 he served as the Deputy Director of the Ownership Oversight Department and from 2010 he served as the Director of the Strategy Development Department. From May 2013 to September 2015, he served as the CEO of Spółka Energetyczna "Jastrzębie" S.A. From 4 September

---

2015, he was Deputy President of the Management Board of Jastrzębska Spółka Węglowa S.A. for Strategy, and from December 2015 to March 2017, President of the Management Board.

He has experience in devising and overseeing long-term strategic plans, running restructuring processes and implementing projects to optimize processes in businesses.

### **Ms. Jolanta Gruszka**

Extensive experience in coal and coke trading and forwarding, building and implementation of business strategies in the mining industry, serving as a management board member of stock exchange-listed companies, with comprehensive knowledge of the specifics of the metallurgical sector. Proven track record in leadership and teambuilding.

Graduated from the English Philology Faculty at the University of Silesia.

Completed numerous specialized courses and training programs in negotiations, legal aspects of contracting, team management, a course for candidates for supervisory board members, in quality system management and project management in the JSW Group.

Participated in a number of national and international coal and logistics conferences.

From 1996 to 2016, she was associated with Polski Koks S.A. (subsidiary of JSW S.A.), where she was first hired as a trade specialist.

From 2007 to 2010, she served as Director of Coke Marketing and Trading.

In April 2010, she was appointed Vice-President of the Management Board for Trade, and then, from March to July 2012, served as acting President of the Management Board. From January 2013 to April 2014, she was Vice-President of the Management Board for Operations. Until October 2016, she worked in the position of Management Board Representative for Development.

In 2016, she joined Jastrzębska Spółka Węglowa S.A. in the capacity of Management Board Representative.

From 2016 to 2019, she served as Vice-President of the Management Board for Sales at Jastrzębska Spółka Węglowa S.A. In 2024 she was re-appointed to the JSW S.A. Management Board as Vice-President of the Management Board for Sales.