

## **Grzegorz Olszewski (Deputy CEO directing the operations of the Management Board)**

Mr Grzegorz Olszewski is an academic lecturer. He teaches in the field of investment products at Lazarski University in Warsaw.

From 2019 to 2020 he joined Bank Pekao S.A., where he served as a Member of the Management Board and then as a Vice-President of the Management Board, being responsible, among others, for the areas of IT, brokerage services, bancassurance and digital transformation, having successfully developed the electronic banking system, e.g. implementing advanced mobile banking solutions including PeoPay & PeoPay Kids.

In 2017, Mr Grzegorz Olszewski joined the PZU Group, where he served, among others, as the Director of the Sales Office of Investment Products of PZU Życie S.A. as well as an Adviser 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 the Director of Sales and Marketing of AgioFunds TFI S.A., he was actively developing the fund's investment products.

In 2010, he joined Alior Bank where he supported the implementation of new, competitive solutions within the scope 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.

Between 2007 and 2010 he worked for Bank Millennium in the retail banking area.

Mr Grzegorz Olszewski holds an Executive M.B.A. from University of Warsaw. He is also a graduate of Lazarski University in Warsaw in the field of Economics; Wyższa Szkoła Zarządzania / Polish Open University (currently the Vistula Academy of Finance and Business in Warsaw) in the field of Finance Management and Bachelor of Arts (B.A.), Finance, Oxford Brookes University.

## **Rafał Litwińczuk (Deputy CEO)**

Mr. Rafał Litwińczuk in his professional career has an gained experience in the fields of asset and liability management, foreign exchange risk, operational risk, interest rate risk and product sales in a number of financial institutions.

From July 2018 to November 2021, he served on the Management Board of Pekao Bank Hipoteczny, where he oversaw the finance area. During that time, he implemented a project of transferring mortgage receivables within the capital group.

From 2016 to 2018, Mr. Rafal Litwinczuk joined Credit Agricole Polska S.A. Bank, where he was involved in the bank's arbitrage and interest rate and relationship with financial clients as well as the MIFID II implementation project.

From 2012 to 2016 he held a senior position at Pekao Bank Hipoteczny, where, as the Director of the Asset Management, Liabilities and Mortgage Note Issuance Department, he was in charge of raising long-term funding, responsible for liaising with and servicing investors, as well as for all treasury operations, hedge accounting, currency risk, asset and liability management, relations with rating agencies and banking supervision. He was also responsible for handling the mortgage bond programme, amendments to the prospectus, liaison with the KDPW and compliance with disclosure requirements.

From 1997 to 2012 he served as Head of the Treasury Department in Westdeutsche Landesbank Polska investment bank, where he oversaw sales of financial instruments, arbitrage, interest rate management, foreign exchange risk, EMEA liquidity and was responsible for client relations and service. He also supervised the programme of issuance of certificates of deposit and sales to the bank's customers.

From 1995 to 1997 he was managing liquidity and interest rates at ING Bank Śląski.

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

Mr. Rafal Litwinczuk is a lawyer. He graduated from the European School of Law and Administration and completed postgraduate studies at the Faculty of Law at the University of Warsaw. He holds an Executive M.B.A. He also holds a PhD in Economics from the Institute of Economics at Polish Academy of Sciences.

## **Marek Majsak (Deputy CEO)**

Marek Majsak graduated from Entrepreneurship and Management Faculty of WSB - National-Louis University in Nowy Sacz (major: Financial Management) and received an Executive M.B.A. from the University of Warsaw. He holds also a B.A. from National Louis University in Chicago.

Since April 2019, Mr. Majsak has served as a Managing Director of the Corporate Client Department at Bank Pekao S.A. He also served on the Supervisory Board of Pekao Leasing Sp. z o.o. and on the Supervisory Board of Pekao Investment Banking S.A.

Before joining Bank Pekao S.A., Mr. Majsak held a wide range of executive roles at Bank Handlowy w Warszawie S.A.. From 2014 to 2019 he worked as Director of the Corporate Center in the Corporate Banking Division, from 2010 to 2013 he was the Relationship Director in the Large Corporate Department, and before that he worked as a bank advisor in the South Region of the Corporate Banking Division.

## **Pawel Tymczyszyn (Deputy CEO)**

Mr. Pawel Tomczyszyn served as a Proxy and Director of the Corporate Services Department of Bank Pekao S.A., where he managed the Legal Department (including the service of Pekao Group companies), the Procurement Department, the Real Estate Department and the Bank Service Department. Previously, he held the position of Managing Director of the Legal Department of Bank Pekao S.A. (including support for the Bank's Corporate Bodies and Pekao Group entities) and Managing Director of the Key Restructuring and Collections Department of Bank Pekao S.A.

Mr. Pawel Tymczyszyn is a manager with supervisory, management and advisory experience. He has worked for a wide range of entities: major public companies in the banking, retail, insurance, operations, heavy industry, media and advertising sectors, ministry, state agency, public office and NGO's.

He is a lawyer with several years of hands-on experience, specializing in corporate and company regulatory law, banking and business law, and in mitigation of legal risks of key credit and financial transactions, in mergers and acquisitions, in restructuring and debt recovery, as well as in civil litigation, protection of property and press law.

He is a co-author of the part of the Banking Law Commentary of 2022 issue red. by P. Zapadek and A. Mikos-Sitek (published by Wolters Kluwer) and also the publications issued in 2020 and 2021 on the corporate and banking law in Monitor Prawniczy, Monitor Praw Handlowego, Przegląd Prawa Handlowego. He serves as a member of the team to enhance board effectiveness within the Corporate Supervision Reform Commission of the Ministry of State Assets of the Republic of Poland and is a Panelist at economic conferences.

He has completed post-graduate Executive MBA studies at the Faculty of Management at University of Warsaw. He is a legal advisor in Warsaw and holds a Master of Law degree from the Faculty of Law and Administration of the Jagiellonian University in Cracow.